

Requirement : Extract Job and Rate Details for the same.

Few Examples of Job rate calculations

Setup : Job is linked to the grade and grade rates .

CASE 1	Job HCM<PROJCODE>_ELECTRICIAN HCM<PROJCODE>_ELEC Grade Name HCM<PROJCODE>_M1 Code HCM<PROJCODE>_MCD1 Grade Rates <table><tr><td>HCM<PROJCODE>_Grade_Rate3</td><td>USD</td><td>15,000.00</td><td>Minimum 17,000.00</td><td>Maximum 16,000.00</td></tr><tr><td>HCM<PROJCODE>_Grade_Rate2</td><td>USD</td><td>13,000.00</td><td>Minimum 15,000.00</td><td>Maximum 14,000.00</td></tr><tr><td>HCM<PROJCODE>_Grade_Rate1</td><td>USD</td><td>10,000.00</td><td>Minimum 12,000.00</td><td>Maximum 11,000.00</td></tr></table> <PROJCODE>_Grade_Rate_details : US Legislative Data Group : Salary Monthly 12/208078.5	HCM<PROJCODE>_Grade_Rate3	USD	15,000.00	Minimum 17,000.00	Maximum 16,000.00	HCM<PROJCODE>_Grade_Rate2	USD	13,000.00	Minimum 15,000.00	Maximum 14,000.00	HCM<PROJCODE>_Grade_Rate1	USD	10,000.00	Minimum 12,000.00	Maximum 11,000.00
HCM<PROJCODE>_Grade_Rate3	USD	15,000.00	Minimum 17,000.00	Maximum 16,000.00												
HCM<PROJCODE>_Grade_Rate2	USD	13,000.00	Minimum 15,000.00	Maximum 14,000.00												
HCM<PROJCODE>_Grade_Rate1	USD	10,000.00	Minimum 12,000.00	Maximum 11,000.00												
CASE 2	Job HCM<PROJCODE>_FITTER HCM<PROJCODE>_FTR Grade HCM<PROJCODE>_FITTER HCM<PROJCODE>_FTR Grade Rates <table><tr><td>HCM<PROJCODE>_Grade_Rate6</td><td>USD</td><td>90,000.00</td><td>Minimum 100,000.00</td><td>Maximum 95,000.00</td></tr><tr><td>HCM<PROJCODE>_Grade_Rate5</td><td>USD</td><td>80,000.00</td><td>Minimum 90,000.00</td><td>Maximum 85,000.00</td></tr><tr><td>HCM<PROJCODE>_Grade_Rate4</td><td>USD</td><td>70,000.00</td><td>Minimum 80,000.00</td><td>Maximum 75,000.00</td></tr></table> <PROJCODE>_Grade_Rate_details : US Legislative Data Group : Salary Yearly *1/208040.87	HCM<PROJCODE>_Grade_Rate6	USD	90,000.00	Minimum 100,000.00	Maximum 95,000.00	HCM<PROJCODE>_Grade_Rate5	USD	80,000.00	Minimum 90,000.00	Maximum 85,000.00	HCM<PROJCODE>_Grade_Rate4	USD	70,000.00	Minimum 80,000.00	Maximum 75,000.00
HCM<PROJCODE>_Grade_Rate6	USD	90,000.00	Minimum 100,000.00	Maximum 95,000.00												
HCM<PROJCODE>_Grade_Rate5	USD	80,000.00	Minimum 90,000.00	Maximum 85,000.00												
HCM<PROJCODE>_Grade_Rate4	USD	70,000.00	Minimum 80,000.00	Maximum 75,000.00												

CASE 3	Job
	HCM<PROJCODE>_HELPER
	HCM<PROJCODE>_HLPR
	Grade
	HCM<PROJCODE>_HELPER
	HCM<PROJCODE>_HLPR
	Grade Rates
	HCM<PROJCODE>_Grade_Rate9 USD 160,000.00 Minimum 180,000.00 Maximum 170,000.00
	HCM<PROJCODE>_Grade_Rate8 USD 140,000.00 Minimum 160,000.00 Maximum 150,000.00
	HCM<PROJCODE>_Grade_Rate7 USD 120,000.00 Minimum 140,000.00 Maximum 130,000.00
	<PROJCODE>_Grade_Rate_details : US Legislative Data Group : Salary Weekly
	*52/2080 3750.00

SAMPLE XML DATA SCREEN SHOT FROM webcentre

```

Generated by Oracle BI Publisher -Dataengine, datamodel:_Custom_HCM..._HCL
-->
-<DATA_DS>
  <P_SET_NAME>Common Set</P_SET_NAME>
  -<G_1>
    <ACTIVE_STATUS>A</ACTIVE_STATUS>
    <JOB_CODE>HCMWACS_ELEC</JOB_CODE>
    <NAME>HCMWACS_ELECTRICIAN</NAME>
    <RATE_VALUE>78.85</RATE_VALUE>
    <DESCRIPTION> HCMWACS_ELEC_Job_Profile_Job_Descn</DESCRIPTION>
  </G_1>
  -<G_1>
    <ACTIVE_STATUS>A</ACTIVE_STATUS>
    <JOB_CODE>HCMWACS_HLPR</JOB_CODE>
    <NAME>HCMWACS_HELPER</NAME>
    <RATE_VALUE>3750</RATE_VALUE>
    <DESCRIPTION> Helper Job Profile</DESCRIPTION>
  </G_1>
  -<G_1>
    <ACTIVE_STATUS>A</ACTIVE_STATUS>
    <JOB_CODE>HCMWACS_FTR</JOB_CODE>
    <NAME>HCMWACS_FITTER</NAME>
    <RATE_VALUE>40.87</RATE_VALUE>
    <DESCRIPTION> HCMWACS_FTR_JOB_Profile_Description</DESCRIPTION>
  </G_1>
</DATA_DS>

```

(XML data only for above mentioned case)

More examples

Grades							
Prof02	Grade Rate	Rate Type	Frequency	Currency	Minimum	Maximum	Midpoint
	US Hourly Grade Rate	Salary	Hourly	USD	14.42	28.85	21.64
	US Annual Salary Grade Rate	Salary	Annually	USD	30,000.00	60,000.00	45,000.00
Prof03	Grade Rate	Rate Type	Frequency	Currency	Minimum	Maximum	Midpoint
	US Hourly Grade Rate	Salary	Hourly	USD	19.23	33.65	26.44
	US Annual Salary Grade Rate	Salary	Annually	USD	40,000.00	70,000.00	55,000.00
Prof04	Grade Rate	Rate Type	Frequency	Currency	Minimum	Maximum	Midpoint
	US Hourly Grade Rate	Salary	Hourly	USD	24.04	38.46	31.25
	US Annual Salary Grade Rate	Salary	Annually	USD	50,000.00	80,000.00	65,000.00
Prof05	Grade Rate	Rate Type	Frequency	Currency	Minimum	Maximum	Midpoint
	US Annual Salary Grade Rate	Salary	Annually	USD	60,000.00	90,000.00	75,000.00
Prof06	Grade Rate	Rate Type	Frequency	Currency	Minimum	Maximum	Midpoint
	US Annual Salary Grade Rate	Salary	Annually	USD	70,000.00	100,000.00	85,000.00

(Requirement is to select minimum Hourly grade rates if multiple grade rates are attached: This has been achieved using filter criteria in the HCM Extract)

Rate Calculation (Annual *1/2080)

		Avg
Prof02	21.44	21.64(Round value to 2 dec)
Prof03	26.44	26.44
Prof04	31.25	31.25
Prof05	75000	36.05
Prof06	85000	40.87
		31.21

EXTRACT DESIGN

1) JOB

vision

MJ_JOB_TEST1: Design

Define

Design

Deliver

View

Object Name

JOB_GROUP

JOB_RECORDS

JOB_VALID_GRADES

VALID_GRADE_RECORDS

GRADES_GROUP

GRADE_RECORDS

GRADE_RATES_GROUP

GRADE_RATE_RECORDS

JOB_GROUP

Properties Filters

Name

JOB_GROUP

*Tag Name

JOB_GROUP

User Entity

PER_EXT_SEC_JOB_UE

Threading Database Item

Extract Job ID

Enable Object Snapshot

☐

Description

Job Id(Key), Job Code,Status..etc

Attribute: JOB_ID ?

Name	JOB_ID	Hidden	☐
*Tag Name	JOB_ID	Required	☐
*Short Code	JOB_ID	*Output Label	JOB_ID
Start Date	1/1/00	Output Column	10
End Date	12/31/12	View Object Name	
*Data Type	Number	Context Attribute	☐
Default Value		Enable edits to output results	☐
*Type	Database item group	Mark as Changed	☒
*Database Item Group	Extract Job ID	Key Attribute	☒
		Exclude from Comparison	☐
		Always Display	☐
		Results Display Option	
		Description	

2)Valid GRADES

OB_VALID_GRADES

Properties Connect Data Groups Filters

Name	JOB_VALID_GRADES
*Tag Name	JOB_VALID_GRADES
User Entity	PER_JOB_VALID_GRADES_UE
Threading Database Item	
Description	

JOB_VALID_GRADES

Properties Connect Data Groups Filters

Parent Data Group Database Item	Database Item
Extract Job ID	Extract Valid Grade Job Id

Grade Id (Key) , Job Id

3)Grade Group

GRADES_GROUP

Properties Connect Data Groups Filters

Name	GRADES_GROUP
*Tag Name	GRADES_GROUP
User Entity	PER_EXT_SEC_GRADE_UE
Threading Database Item	
Description	

GRADES_GROUP

Properties Connect Data Groups Filters

Parent Data Group Database Item	Database Item
Extract Job Valid Grade Id	Extract Grade ID

Grade Id,grade name..etc

4)Grade Rates

GRADE_RATES_GROUP

Properties Connect Data Groups Filters

Name GRADE_RATES_GROUP

*Tag Name GRADE_RATES_GROUP

User Entity PER_GRADE_RATE_VALUES_UE

Threading Database Item

Description

GRADE_RATES_GROUP

Properties Connect Data Groups Filters

+ x

Parent Data Group Database Item

Database Item

Extract Grade ID

Extract Grade Rate Value Object Id

DATA GROUPS

Data Groups

View Format Create Edit Delete Excel

Name	User Entity	Root Data Group	Threading Database Item	Threading Action Type
JOB_GROUP	PER_EXT_SEC_JOB_UE		Extract Job ID	Object actions
JOB_VALID_GRADES	PER_JOB_VALID_GRADES_UE			
GRADES_GROUP	PER_EXT_SEC_GRADE_UE			
GRADE_RATES_GROUP	PER_GRADE_RATE_VALUES_UE			

Fast Formula

/*****

FORMULA NAME : HCM_PJCODE_JOB_RATE_FF

FORMULA TYPE : Extract Rule

DESCRIPTION : Job Rate calculation and it is called in the Job Extract

<Name> : MM/DD/YY - Created

<Name> : MM/DD/YY - updated DB to Data elements

*****/

DEFAULT FOR DATA_ELEMENTS IS EMPTY_TEXT_TEXT

DEFAULT FOR LC_GRADE_RATE_FREQUENCY IS ''

DEFAULT FOR LN_RATE_ANNUALIZATION_FACTOR IS 0

DEFAULT FOR LN_RATE_VALUE_MID IS 0

INPUTS ARE DATA_ELEMENTS (TEXT_TEXT)

ln_rate_profile_value = TO_NUMBER(GET_VALUE_SET('HCM_PJCODE_JOB_RATE_ANNUAL_HRS_PRF')) //Defined profile to Annual
Hrs (Avoided hardcoding)

IF DATA_ELEMENTS.EXISTS('GRADE_RATE_FREQUENCY') THEN

(

LC_GRADE_RATE_FREQUENCY = DATA_ELEMENTS['GRADE_RATE_FREQUENCY'] //GradeFrequency : 1 (yearly),12(monthly),52
(Weekly)

)

IF DATA_ELEMENTS.EXISTS('RATE_ANNUALIZATION_FACTOR') THEN

(

LN_RATE_ANNUALIZATION_FACTOR = TO_NUMBER(DATA_ELEMENTS['RATE_ANNUALIZATION_FACTOR']) // 1
(yearly),12(monthly),52 (Weekly)

)

IF DATA_ELEMENTS.EXISTS('RATE_VALUE_MID') THEN

(

LN_RATE_VALUE_MID = TO_NUMBER(DATA_ELEMENTS['RATE_VALUE_MID']) //mid value

)

if (LC_GRADE_RATE_FREQUENCY = 'HOURLY') then

(

rate = LN_RATE_VALUE_MID

)

else


```
(
rate = ((LN_RATE_VALUE_MID)*(LN_RATE_ANNUALIZATION_FACTOR))/((ln_rate_profile_value) // (grade rate mid value)*Annual
Factor(1,12,52)/ Profile val (2080) : 52 weeks ,40 hrs per week.
)

RULE_VALUE = TO_CHAR(ROUND(rate,2)) // need to convert to CHAR

RETURN RULE_VALUE //returning value to HCM Extract Column
```

STYLE SHEET (need to attach to the BIP Template("<XYZ.xdo.catalog") and placed under shared/custom folder)

```
<?xml version="1.0" encoding="UTF-8" ?>
<xsl:stylesheet version="2.0" xmlns:xsl="http://www.w3.org/1999/XSL/Transform">

<xsl:output method="xml" omit-xml-declaration="no" indent="yes" />
<xsl:template match="/">

<!--
| This file is created for the JOB Extract file to format the output
|
| Name      : <Name>
| Date      : <Date>
| HCM Extract : HCMJOB<PROJCODE>
+-->

<JOBS>
  <xsl:for-each select="DATA_DS/G_1/G_2/FILE_FRAGMENT/HCM_JOB_<PROJCODE>/JOB_GROUP">

    <JOB>

      <JOB_ID>
        <xsl:value-of select="JOB_RECORDS/JOB_ID"/>
      </JOB_ID>

      <JOB_SET_ID>
        <xsl:value-of select="JOB_RECORDS/JOB_SET_ID"/>
      </JOB_SET_ID>

      <JOB_CODE>
        <xsl:value-of select="JOB_RECORDS/JOB_CODE"/>
      </JOB_CODE>

      <JOB_STATUS>
        <xsl:value-of select="JOB_RECORDS/JOB_STATUS"/>
      </JOB_STATUS>

      <JOB_NAME>
        <xsl:value-of select="JOB_RECORDS/JOB_NAME"/>
      </JOB_NAME>

      <JOB_FUN_CODE_MEANING>
        <xsl:value-of select="JOB_RECORDS/JOB_FUN_CODE_MEANING"/>
      </JOB_FUN_CODE_MEANING>

    </JOB>

  </for-each>
</JOBS>
```

```

        <AVG_RATE_VALUE_MID>
        <xsl:choose>
        <xsl:when
test="JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_<PROJCODE>_JOB_RATE != "">
        <xsl:value-of select="format-
number(sum(JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_<PROJCODE>_JOB_RATE[.!=']) div
count(JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_<PROJCODE>_JOB_RATE[.!=']),'#####0.00000')
"/>

        </xsl:when>
        <xsl:otherwise>
        <xsl:value-of select="0" />
        </xsl:otherwise>
        </xsl:choose>
        </AVG_RATE_VALUE_MID>

    </JOB>
</xsl:for-each>
</JOBS>
</xsl:template>
</xsl:stylesheet>

```

```

<?xml version="1.0" encoding="UTF-8"?>
- <xsl:stylesheet xmlns:xsl="http://www.w3.org/1999/XSL/Transform" version="2.0">
  <xsl:output indent="yes" omit-xml-declaration="no" method="xml"/>
  - <xsl:template match="/">
    <!-- | This file is created for the JOB Extract file to format the output | | Name : Manoj Shetty Version : 1.0 | Date : 17-10-2020 | HCM Extract : HCMJOBPCODE +-->
    - <JOBS>
      - <xsl:for-each select="DATA_DS/G_1/G_2/FILE_FRAGMENT/HCM_JOB_PJCODE/JOB_GROUP">
        - <JOB>
          - <JOB_ID>
            <xsl:value-of select="JOB_RECORDS/JOB_ID"/>
            </JOB_ID>
          - <JOB_SET_ID>
            <xsl:value-of select="JOB_RECORDS/JOB_SET_ID"/>
            </JOB_SET_ID>
          - <JOB_CODE>
            <xsl:value-of select="JOB_RECORDS/JOB_CODE"/>
            </JOB_CODE>
          - <JOB_STATUS>
            <xsl:value-of select="JOB_RECORDS/JOB_STATUS"/>
            </JOB_STATUS>
          - <JOB_NAME>
            <xsl:value-of select="JOB_RECORDS/JOB_NAME"/>
            </JOB_NAME>
          - <JOB_FUN_CODE_MEANING>
            <xsl:value-of select="JOB_RECORDS/JOB_FUN_CODE_MEANING"/>
            </JOB_FUN_CODE_MEANING>
          - <AVG_RATE_VALUE_MID>
            - <xsl:choose>
              - <xsl:when test="JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_PJCODE_JOB_RATE != "">
                <xsl:value-of select="format-number(sum(JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_PJCODE_JOB_RATE[.!=']) div count
                (JOB_RECORDS/JOB_VALID_GRADES/GRADES_GROUP/GRADE_RATES_GROUP/FF_PJCODE_JOB_RATE[.!=']),'#####0.00000')"/>
                </xsl:when>
              - <xsl:otherwise>
                <xsl:value-of select="0"/>
                </xsl:otherwise>
              </xsl:choose>
            </AVG_RATE_VALUE_MID>
          </JOB>
        </xsl:for-each>
      </JOBS>
    </xsl:template>
  </xsl:stylesheet>

```

RTF Template

ORACLE		Oracle BI Publisher			Date: <?xdoxslt:format_date(xdoxslt:current_date(\$_XDOLOCALE,\$_XDOTIMEZONE),'yyyy-MM-dd','yyyy-MM-dd',\$_XDOLOCALE,\$_XDOTIMEZONE)?> <?xdoxslt:current_time(\$_XDOLOCALE,\$_XDOTIMEZONE)?> Page 1 Of 1	
JOB_CODE	ACTIVE_STATUS	NAME	RATE_VALUE	DESCRIPTION	SET_ID	
G JOB_CODE	ACTIVE_STATUS	NAME	RATE_VALUE	DESCRIPTION	SET_ID E	

Date: <?xdoxslt:format_date(xdoxslt:current_date(\$_XDOLOCALE,\$_XDOTIMEZONE),'yyyy-MM-dd','yyyy-MM-dd',\$_XDOLOCALE,\$_XDOTIMEZONE)?> <?xdoxslt:current_time(\$_XDOLOCALE,\$_XDOTIMEZONE)?>

ORACLE		Oracle BI Publisher			Date: <?xdoxslt:format_date(xdoxslt:current_date(\$_XDOLOCALE,\$_XDOTIMEZONE),'yyyy-MM-dd','yyyy-MM-dd',\$_XDOLOCALE,\$_XDOTIMEZONE)?> <?xdoxslt:current_time(\$_XDOLOCALE,\$_XDOTIMEZONE)?> Page 1 Of 1	
JOB_CODE	ACTIVE_STATUS	NAME	RATE_VALUE	DESCRIPTION	SET_ID	
G JOB_CODE	ACTIVE_STATUS	NAME	RATE_VALUE	DESCRIPTION	SET_ID E	

Text Form Field Options

Text form field

Type:

Regular text

Maximum length:

Unlimited

Run macro on

Entry:

Field settings

Bookmark:

RATE_VALUE

☒ Fill-in enabled
 ☐ Calculate on exit

Add Help Text...

Default text:

RATE_VALUE

Text format:

Form Field Help Text

Status Bar

Help Key (F1)

☐ None
 ☒ AutoText entry: Manoj
 ☐ Type your own:

<?RATE_VALUE?>

OK

Cancel

ATTACH BIP TEMPLATE (with Style Sheet) to the HCM EXTRACT in the Deliver Options (File Name without extensions)

Define

Design

Deliver

Job

Delivery Option

Basic Information

Delivery Option NameJob

Output TypeData

Report

Template Name<BIP TEMPLATE NAME>

Output File Name

Extract AttributeDate Format

Output NameHCMJOBPJ

Advanced

CompressYes - Compress First

Encryption ModeNone

Integration NameHCMJOBPJ

Encryption Key

Delivery TypeWebCenter Content

Required

Share/Custom Folder (Place the template file to format the data using style sheet)

*****END*****