URBAN ONE – ORACLE INTEGRATION CLOUD

KP Soft Inc

ADDRESS INFORMATION

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INTRODUCTION

Urban One is a multimedia content provider with multiple radio and TV channels. Urban One uses Taleo for hiring and Lawson managing all other aspects of human resources management. Urban One uses Taleo for all steps of hiring starting from entering an open position followed by posting position to various web sites, conducting interviews, background verification and manage offers. Once this process is complete and the employee is about to be on-boarded, the information from Taleo must be transformed and migrated to Lawson. KPSoft helped Taleo with the transformation and migration of new hire records to Lawson for benefits and other HR activity management. We gathered requirements for mapping, transform, audit and transfer the data within a period of two weeks using Oracle Integration Cloud.

DESIGN AND PLANNING

As part of the gather detailed requirements and designing the migration, we performed the following activities:

- Created a mapping of the fields of employee records that need to be migrated.
- Mapped fields to Taleo records.
- Mapped record retrieval sequence of API calls in Taleo.
- Mapped fields to Lawson records.
- Created rules for transform data from Taleo to Lawson.
- Prepared XPath/transformation algorithms needed.
- Created a file server for storing temporary files.
- Designed integration and schedule using which the transformation occurs.

MAPPING

Overview

As in any traditional ETL or Enterprise Integrations, maps and transformations are the most important components where most work is performed. Please see below for example mapping of employee record in Taleo and Lawson. Please note that sample attributes provided in the table below are just a sample to demonstrate the concept.

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#	Lawson Attribute	Taleo Attribute	Sample Data	Rule
1.	EmpLastName	lastName	Flintstone	
2.	EmpCompany		1	This is hard coded
3.	EmpDateHired	hiredDate	20120810	Date Format conversion to CCYYMMDD
4.	EmpSupervisor	supervisorLawson	CLE-PRODIR	* This is a required field
5.				

IMPLEMENTATION

Create a file server and FTP adapter connection

Create a file server

➤ Navigate to integration console and settings

➤ Create a file server for storing files along with appropriate groups and user configurations.

Create a FTP Connection

➤ Navigate to integrations -> connections.

➤ Create a connection using FTP adapter and enter the user login details from the configuration above.

Create a Taleo Connection

➤ Navigate to integrations -> connections.

➤ Create a connection using Taleo adapter and enter the user login details.

Create a Lawson Connection

➤ Navigate to integrations -> connections.

➤ Create a connection using Lawson adapter and enter the user login details.

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Create Integration

Create Integration Flow

> Navigate to integrations.

> Select scheduled orchestration and create the integration flow.

> Invoke Taleo adapters to search for employee records.

> Retrieve the attributes of interest per the mapping finalized.

> Loop through the records and perform the following:

>> Create transformations using XPath functions as needed.

>> Write to the file for intermediate processing as needed

>> Till the records loop is exhausted

> Update Taleo that the record was processed successfully.

> Invoke Lawson adapter to import the records into Lawson.

Activate and Run the Integration

> Navigate to integrations.

> Select Actions, activate the integration, and schedule the execution.

Monitor the Integration

> Navigate to monitoring -> integrations -> tracking.

> Select the integration process flow instances that you would like to track and retrieve activities, messages and debug logs as needed.

CONCLUSION

The integration that is described was created and implemented in production within two weeks including User Acceptance Testing. Oracle Integration Cloud has connection adapters available for most popular cloud and on-premise softwares such as Workday, Taleo, Lawson, ServiceNow and others. Our staff is very well versed with integration patterns. Furthermore, if such integration flows are operational in Oracle Data Integrator or other softwares, we can migrate such flows to Oracle Integration Cloud on schedule and on budget. Please contact us at marketing@thekpsoft.com for additional information immediately.

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