

OAUG PAPER SUBMISSION

TITLE:

CAPITALIZE ON THE BENEFITS OF OAB – LOOKING BEYOND THE STANDARD SETUP

ABSTRACT:

Going beyond the initial setup of OAB, how to customize and maintain OAB to fit your current business process. There are many challenges in mapping data from outside sources into OAB and interfacing it to Payroll. Also, life events and fast formulas play a critical role in the customization of OAB.

EXECUTIVE SUMMARY:

When using OAB, users tend to stay within the standard setup provided by Oracle. We have learned to capitalize on the benefits of OAB by looking outside of the OAB box. This includes triggering custom life events, creating business rules and fast formulas. To do this effectively, you must know how and where to place your custom code. Also, knowing the Oracle API's needed and how to use them is essential to maximizing the benefits gained.

Although, Self service is the tool used by many companies to support Open Enrollment, there are many companies that rely on custom applications to meet their unique business requirements. Having our own Open Enrollment Application provides us the additional control we need to apply our custom validations that support our business rules and strengthen our data accuracy. Through the use of SQL Loader, data can be loaded from flat files into custom staging tables. The custom tables are loaded into OAB tables using standard Oracle API's. During the presentation, we will review a sample process that will cover the correct API's to use, the required parameters and potential problems. Accurate data mapping and detail testing are vital to the implementation of this process.

Life events are automated processes that occur when a major event occurs for an employee that changes the status of his employment or changes to his/her dependants. Within OAB, life events are created and executed based on specific criteria such as dates or data input. There are times when the standard criteria of life events in OAB do not meet your business needs. We have the capability to write life events outside of OAB by using PL/SQL stored procedures. These life events can be customized to be executed on command. They can be executed as a nightly batch job or run in real time as a database trigger. A sample stored procedure will be used to explain the process of creating custom life events.

To capitalize on the benefits of OAB, we use business rules/fast formulas. You can validate the user input to improve data accuracy. You can return a value based on specific criteria entered. Also, calculations for elements to be processed in payroll can be automated. Many of the attributes of OAB plans can be controlled through the use of business rules/fast formulas.

When an element is created in OAB for an employee through a life event, it cannot be deleted. It can only be end dated unlike elements created outside of OAB. Deleting these elements can be done through the use of specific API's. We will review the code behind the Oracle validation and the API's needed to delete the elements. Custom Audit reports can be generated to validate data between OAB and Payroll. Discrepancies in data can be flagged and corrected. An example of use in our company is the Employee Life Insurance Fast Formula. This fast formula calculates the maximum coverage an employee has; this is dependant on whether they are benefit eligible, the number of years of service, their salary and their scheduled hours.

Knowing how to use OAB effectively within the Oracle Framework will improve and simplify your business process. When strong functional setup is combined with skillful technical knowledge, the results are invaluable to the company.

AGENDA

1. Introduction -The importance of using OAB
2. The use of third party data
3. Life Events
4. Business Rules/Fast Formulas
5. Interface to Payroll
6. Summary