



Taleo Enterprise, SmartOrg 15A

Data Dictionary

May 2015

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Introduction

Getting Started

Overview

This document is a complete reference for the Taleo SmartOrg 15A data model. The data model consists of entities with fields and relations between other entities. Entities represent the information stored in the application. To access these entities, you use either the Taleo Connect export or import service. This document is meant to be a complement to the Taleo Connect documentation and you should refer to it for more details about how to create export and import service requests.

Data Model Version

The data model described in this document refers to version identified by the xml namespace "http://www.taleo.com/ws/so800/2009/01".

Content

This document contains the following chapters:

Chapter	Description
Data Types	This chapter defines the simple data types (for example: string or date) used by the data model.
Services	This chapter gives a detailed definition of all services available.
Entity Diagrams	This chapter displays some diagrams that outlines the relations between entities in the data model.
Entities	This chapter gives a detailed definition of all entities available in the data model including specifications for their fields and relations.

Glossary

Entity Terminology

Term	Definition
Entity Name	This is the entity type name used when identifying a particular type of entity in an export or import request.
Description	The description of the entity.
Parent Entity	The name of the parent entity for a given entity. All fields and relations defined in a parent entity are inherited by its child entities. Also, relations that point to a particular entity type can contain any child entity type of it (for exceptions or special behavior, refer to each relation definition).

Term	Definition
Abstract	Abstract entity types cannot be created or instantiated. They define an abstract concept that is extended by child entity types.
Supports Custom Fields	Entities that support custom fields can have more fields than what is described in this document. Special user-defined fields can be created in the application and then used in export and import requests. See Taleo Connect documentation for details on how to refer to custom fields in export and import requests.
Export	When true, this entity can be used in export requests.
Import	When true, this entity can be used as a root entity in an import request.
Create	When true, entities of this type can be created in import requests.
Update	When true, entities of this type can be updated in import requests.
Search	When true, fields or relations for this entity type can be used as search values in import requests.

Field Terminology

Term	Definition
Field Name	The name used when identifying a particular field of an entity in an export or import request.
Description	The description of the field.
Data Type	The type of data for this field. Refer to the Data Type chapter for details about a particular type.
Mandatory	When true, the value for that field cannot be empty.
Multilingual	When true, a value can be specified for all supported application languages.
Export	When true, this field can be used in export requests.
Create	When true, a value for this field can be set when its owner entity is created in an import request.
Update	When true, a value for this field can be set when its owner entity is updated in an import request.
Search	When true, the field can be used as a search value in an import request.

Relation Terminology

Term	Definition
Relation Name	The name used when identifying a particular relation of an entity in an export or import request.
Description	The description of the relation.
Related Entity	The type of entity pointed to by the relation.

Term	Definition
Cardinality	This defines how many instances of related entities can be associated in a relation. It uses the "min..max" format where min is the minimum number of instances attached to the relation (0 or 1) and max in the maximum number (1 or n where n has no limit). When both min and max are the same, then the maximum value is omitted.
Export	When true, this relation can be used in export requests.
Create	When true, a value for this relation can be set when its owner entity is created in an import request.
Update	When true, a value for this relation can be set when its owner entity is updated in an import request.
Search	When true, the relation can be traversed to an entity field to use as a search value in an import request.
Reset	When true, the relation can be reset (remove all elements from the relation).
Remove	When true, entities can be removed from the relation.



Data Types

Basic Types

Base64Gzip

This data type represents "gzipped" then "base64-encoded" binary data. Fields of this type are used for storing binary files in some entity fields.

Boolean

Boolean fields have one of the following values: "true" or "false".

Date

Fields of this type contain a date value. It is expressed using the ISO 8601 format as follows:

Complete date: YYYY-MM-DD (eg: 1997-07-16)

DateTime

Fields of this type contain a date/time value. It is expressed using the ISO 8601 format as follows:

Year: YYYY (eg: 1997)

Year and month: YYYY-MM (eg: 1997-07)

Complete date: YYYY-MM-DD (eg: 1997-07-16)

Complete date plus hours and minutes: YYYY-MM-DDThh:mmTZD (eg: 1997-07-16T19:20+01:00)

Complete date plus hours, minutes and seconds: YYYY-MM-DDThh:mm:ssTZD (eg: 1997-07-16T19:20:30+01:00)

Complete date plus hours, minutes, seconds and a decimal fraction of a second: YYYY-MM-DDThh:mm:ss.TZD (eg: 1997-07-16T19:20:30.45+01:00)

Float

Fields of this type can contain fractional portions (digits to the right of the decimal place). Some restrictions may be applied to float values such as allowed range of value or precision.

Double

Fields of this type can contain fractional portions (digits to the right of the decimal place). Some restrictions may be applied to double float values such as allowed range of value or precision.

InputStream

This data type represents a stream of binary data. Fields of this type are used for storing binary files in some entity fields.

Integer

Fields of this type contain numbers with no fractional portion (digits to the right of a decimal place). Some restrictions may be applied to integer values such as allowed range for the value.

Long

Fields of this type contain numbers with no fractional portion (digits to the right of a decimal place). Some restrictions may be applied to long integer values such as allowed range for the value.

Locale

This data type is used to identify a particular locale. A locale is expressed using the ISO 639 language abbreviation followed by an optional ISO 3166 country abbreviation. For example, "en" stands for English, "fr-CA" stands for French in Canada. Contact your Taleo representative for a complete list of supported locales.

String

Fields that are of type string contain text and may have length restrictions depending on the field constraints.



Services

Taleo Connect Client Services

Service Summary

The following table details the Taleo Connect Client (TCC) services available for this product. These services allow users to perform specific operations on the various business entities.

Service	Description	Since
BasePay	Connect import service for the BasePay entity.	10.0sp2
BonusHistory	Connect import service for the BonusHistory entity.	10.0sp3
Bonus	Connect import service for the Bonus entity.	10.0sp2
Budget	Connect import service for the Budget entity.	10.0sp2
BusinessOrganization	[BusinessOrganizationIntegrationService] Service used by the integration toolKit to synchronize BusinessOrganizations.	1.0
Certification	Connect import service for the certification entity.	10.0
CieEmployer	Connect import service for the competency entity.	10.0
CieInstitution	Connect import service for the competency entity.	10.0
JobField	[CieJobFieldIntegrationService] Service used by the integration toolKit to synchronize CieJobFields. Required preparator: OLF OLF Preparator: Ensure the zone is in Maintenance Mode. This can be done manually using the Administrator WebTop or automatically when running the integration job. To automatically switch the zone to Maintenance Mode when running the integration job, you must use the following advanced import option: (name "switch.system.maintenance" / value: "always"). WARNING: When switching the zone to maintenance mode, all logged users are automatically logged out from the system. The zone will be restored to Production Mode after the completion of the integration request.	1.0
Location	[CieLocationIntegrationService] Service used by the integration toolKit to synchronize CieLocations. Required Preparator: OLF	1.0
CieProgram	Connect import service for the competency entity.	10.0
CompensationCycle	Connect import service for the CompensationCycle entity.	10.0sp2
CompensationHistory	Connect import service for the CompensationHistory entity.	10.0sp3
CompetencyCategory	[CompetencyCategoryImportService] Connect import service for the CompetencyCategory entity.	10 SP2
CompetencyGroup	[CompetencyGroupImportService] Connect import service for the CompetencyGroup entity.	10 SP2
Competency	Connect import service for the competency entity.	7.5.4
IntegrationCustomField	DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Connect import service for the CustomField entity.	10.0
CustomSelectionElement	[CustomSelectionElementImportService] Import service for the CustomSelectionElement.	13B
CustomSelection	[CustomSelectionImportService] Service used by the integration toolkit to synchronize CustomSelection.	

Service	Description	Since
DeletedEntityLog	Connect import service for the {@link DeletedEntityLog} entity.	11A
EmployeeCompensation	Connect import service for the EmployeeCompensation entity.	10.0sp2
EmployeeCompensationStatus	Connect import service for the EmployeeCompensationStatus entity.	10.0sp2
EmployeeCompensationType	Connect import service for the EmployeeCompensationType entity.	10.0sp2
Employee	Connect import service for the [Employee] entity.	7.5.4
Group	[GroupSynchronizationService] Service used by the integration toolkit to synchronize groups	1.3
IncreaseType	Connect import service for the IncreaseType entity.	10.0sp2
UserType	User Type Import Service use internally only for synchronisation between zone. SHOULD NEVER BE USED BY THE CLIENT.	
Position	Connect import service for the Position entity.	7.5.4
JobRole	Connect import service for the Job Role entity.	7.5.4
MatrixManager	Connect import service for the [MatrixManager] entity.	10.0
NominationPool	Connect import service for the Pool entity.	10.0.2
Organization	[OrganizationIntegrationService] Service used by the integration toolkit to synchronize Organizations. Required Preparator: OLF	1.0
PerformanceRatingValue	Connect import service for the PerformanceRatingValue entity.	10.0sp2
RoleAssignment	[RegionalAssigneeImportService] Service used by the integration toolkit to manage RegionalAssignee.	
SalaryGrade	Connect import service for the SalaryGrade entity.	10.0sp2
SalaryHistory	Connect import service for the SalaryHistory entity.	10.0sp3
StockHistory	Connect import service for the StockHistory entity.	10.0sp3
Stock	Connect import service for the Stock entity.	10.0sp2
StockType	Connect import service for the StockType entity.	10.0sp2
User	[UserSynchronizationService] Service used by the integration toolkit to synchronize users	1.2

Service Details

BasePay

Description

Connect import service for the BasePay entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>BasePay</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create a new BasePay.	
<code>delete</code> (<code>Integer</code> internalId, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Deletes the specified [BasePay].	
<code>merge</code> (<code>BasePay</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create or update a new or existing BasePay.	
<code>update</code> (<code>BasePay</code> changeSet) Update an existing BasePay.	

Operation Details

Operation: create

Signature

`create` (`BasePay` changeSet, `String` employeeId, `String` systemId, `String` cycleCode)

Description

Create a new BasePay.

Parameters

Parameter Name	Description	Readonly
changeSet	The BasePay entity change set to create	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`Integer` internalId, `String` employeeId, `String` systemId, `String` cycleCode)

Description

Deletes the specified [BasePay].

Parameters

Parameter Name	Description	Readonly
internalId	the internal id of the BasePay	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode		

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

merge ([BasePay](#) changeSet, [String](#) employeeId, [String](#) systemId, [String](#) cycleCode)

Description

Create or update a new or existing BasePay.

Parameters

Parameter Name	Description	Readonly
changeSet	The BasePay entity change set to create or update	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

update ([BasePay](#) changeSet)

Description

Update an existing BasePay.

Parameters

Parameter Name	Description	Readonly
changeSet	The BasePay entity change set to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

BonusHistory

Description

Connect import service for the BonusHistory entity.

Target Namespace**Operation Summary**

Operation	Since
create (BonusHistory changeSet) Create a new BonusHistory.	
delete (BonusHistory bonusHistory) Deletes the specified [BonusHistory].	
merge (BonusHistory changeSet) Create or update a new or existing BonusHistory.	
update (BonusHistory changeSet) Update an existing BonusHistory.	

Operation Details**Operation: create****Signature**

create ([BonusHistory](#) changeSet)

Description

Create a new BonusHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The BonusHistory entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

delete ([BonusHistory](#) bonusHistory)

Description

Deletes the specified [BonusHistory].

Parameters

Parameter Name	Description	Readonly
bonusHistory	the EntityKey of the BonusHistory to delete	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([BonusHistory](#) changeSet)

Description

Create or update a new or existing BonusHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The BonusHistory entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

`update (BonusHistory changeSet)`

Description

Update an existing BonusHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The BonusHistory entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Bonus

Description

Connect import service for the Bonus entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>Bonus</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create a new Bonus.	
<code>delete</code> (<code>Integer</code> internalId, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Deletes the specified [Bonus].	
<code>merge</code> (<code>Bonus</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create or update a new or existing Bonus.	
<code>update</code> (<code>Bonus</code> changeSet) Update an existing Bonus.	

Operation Details

Operation: create

Signature

`create` (`Bonus` changeSet, `String` employeeId, `String` systemId, `String` cycleCode)

Description

Create a new Bonus.

Parameters

Parameter Name	Description	Readonly
changeSet	The Bonus entity change set to create	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`Integer` internalId, `String` employeeId, `String` systemId, `String` cycleCode)

Description

Deletes the specified [Bonus].

Parameters

Parameter Name	Description	Readonly
internalId	the internal id of the Bonus	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode		

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([Bonus](#) changeSet, [String](#) employeeId, [String](#) systemId, [String](#) cycleCode)

Description

Create or update a new or existing Bonus.

Parameters

Parameter Name	Description	Readonly
changeSet	The Bonus entity change set to create or update	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Bonus](#) changeSet)

Description

Update an existing Bonus.

Parameters

Parameter Name	Description	Readonly
changeSet	The Bonus entity change set to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Budget**Description**

Connect import service for the Budget entity.

Target Namespace**Operation Summary**

Operation	Since
activate (Budget budget) Recover a inactive Budget.	
create (Budget changeSet) Create a new Budget.	
deactivate (Budget budget) Deactivate a Budget.	
merge (Budget changeSet) Create or update a new or existing Budget.	
update (Budget changeSet) Update an existing Budget.	

Operation Details

Operation: activate

Signature

activate ([Budget](#) budget)

Description

Recover a inactive Budget.

Parameters

Parameter Name	Description	Readonly
budget	The Budget to recover	X

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create

Signature

create ([Budget](#) changeSet)

Description

Create a new Budget.

Parameters

Parameter Name	Description	Readonly
changeSet	The Budget entity change set to create	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature****deactivate** ([Budget](#) budget)**Description**

Deactivate a Budget.

Parameters

Parameter Name	Description	Readonly
budget	The Budget to deactivate	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature****merge** ([Budget](#) changeSet)**Description**

Create or update a new or existing Budget.

Parameters

Parameter Name	Description	Readonly
changeSet	The Budget entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature****update** ([Budget](#) changeSet)

Description

Update an existing Budget.

Parameters

Parameter Name	Description	Readonly
changeSet	The Budget entity change set to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

BusinessOrganization**Description**

[BusinessOrganizationIntegrationService] Service used by the integration toolkit to synchronize BusinessOrganizations.

Target Namespace**Operation Summary**

Operation	Since
create (BusinessOrganization businessOrganization, Integer sequence) Create a BusinessOrganization. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
createAndActivate (BusinessOrganization businessOrganization, Integer sequence) Create a BusinessOrganization and try to set status as ACTIVE. If creation failed set it to DRAFT. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
delete (BusinessOrganization businessOrganization, BusinessOrganization reassignBusinessOrganization) Delete a BusinessOrganization, reassigning all references to the provided alternate BusinessOrganization.	
merge (BusinessOrganization businessOrganization, Integer sequence) Create or update a BusinessOrganization. See create and update operations for sequence value behavior.	

Operation	Since
mergeAndActivate (BusinessOrganization businessOrganization, Integer sequence) Create or update a BusinessOrganization and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.	
move (BusinessOrganization businessOrganization, BusinessOrganization newParentBusinessOrganization) Move a BusinessOrganization to the provided new parent.	
update (BusinessOrganization businessOrganization, Integer sequence) Update a BusinessOrganization. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	
updateAndActivate (BusinessOrganization businessOrganization, Integer sequence) Update a BusinessOrganization. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	

Operation Details

Operation: create

Signature

create ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Create a BusinessOrganization. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: createAndActivate

Signature

createAndActivate ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Create a BusinessOrganization and try to set status as ACTIVE. If creation failed set it to DRAFT. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

`delete` ([BusinessOrganization](#) businessOrganization, [BusinessOrganization](#) reassignBusinessOrganization)

Description

Delete a BusinessOrganization, reassigning all references to the provided alternate BusinessOrganization.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to delete	X
reassignBusinessOrganization	The alternate BusinessOrganization	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Create or update a BusinessOrganization. See create and update operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: mergeAndActivate**Signature**

mergeAndActivate ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Create or update a BusinessOrganization and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: move**Signature**

move ([BusinessOrganization](#) businessOrganization, [BusinessOrganization](#) newParentBusinessOrganization)

Description

Move a BusinessOrganization to the provided new parent.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to move	X
newParentBusinessOrganization	The new parent BusinessOrganization	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Update a BusinessOrganization. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateAndActivate

Signature

updateAndActivate ([BusinessOrganization](#) businessOrganization, [Integer](#) sequence)

Description

Update a BusinessOrganization. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
businessOrganization	The BusinessOrganization to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Certification

Description

Connect import service for the certification entity.

Target Namespace

Operation Summary

Operation	Since
update (Certification certification) Update an existing certification.	

Operation Details

Operation: update

Signature

update (Certification certification)

Description

Update an existing certification.

Parameters

Parameter Name	Description	Readonly
certification	The certification to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

CieEmployer

Description

Connect import service for the competency entity.

Target Namespace

Operation Summary

Operation	Since
update (CieEmployer cieEmployer) Update an existing CieEmployer.	

Operation Details

Operation: update

Signature

update (CieEmployer cieEmployer)

Description

Update an existing CieEmployer.

Parameters

Parameter Name	Description	Readonly
cieEmployer	The CieEmployer to update	

Since

CieInstitution

Description

Connect import service for the competency entity.

Target Namespace

Operation Summary

Operation	Since
update (CieInstitution cieInstitution) Update an existing CieInstitution.	

Operation Details

Operation: update

Signature

update ([CieInstitution](#) cieInstitution)

Description

Update an existing CieInstitution.

Parameters

Parameter Name	Description	Readonly
cieInstitution	The CieInstitution to update	

Since

JobField

Description

[CieJobFieldIntegrationService] Service used by the integration toolKit to synchronize CieJobFields. Required preparator: OLF OLF Preparator: Ensure the zone is in Maintenance Mode. This can be done manually using the Administrator WebTop or automatically when running the integration job. To automatically switch the zone to Maintenance Mode when running the integration job, you must use the following advanced import option: (name "switch.system.maintenance" / value: "always"). WARNING: When switching the zone to maintenance mode, all logged users are automatically logged out from the system. The zone will be restored to Production Mode after the completion of the integration request.

Target Namespace

Operation Summary

Operation	Since
create (JobField jobField, Integer sequence) Create a JobField. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
createAndActivate (JobField jobField, Integer sequence) Create a JobField and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
delete (JobField jobField, JobField reassignJobField) Delete a JobField, reassigning all references to the provided alternate JobField.	
merge (JobField jobField, Integer sequence) Create or update a JobField. See create and update operations for sequence value behavior.	
mergeAndActivate (JobField jobField, Integer sequence) Create or update a JobField and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.	
move (JobField cieJobField, JobField newParentCieJobField) Move a CieJobField to the provided new parent.	
update (JobField jobField, Integer sequence) Update a JobField. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	
updateAndActivate (JobField jobField, Integer sequence) Update a JobField. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	

Operation Details

Operation: create

Signature

create ([JobField](#) jobField, [Integer](#) sequence)

Description

Create a JobField. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: createAndActivate

Signature

createAndActivate ([JobField](#) jobField, [Integer](#) sequence)

Description

Create a JobField and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

delete ([JobField](#) jobField, [JobField](#) reassignJobField)

Description

Delete a JobField, reassigning all references to the provided alternate JobField.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to delete	X
reassignJobField	The alternate JobField	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([JobField](#) jobField, [Integer](#) sequence)

Description

Create or update a JobField. See create and update operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: mergeAndActivate**Signature**

mergeAndActivate ([JobField](#) jobField, [Integer](#) sequence)

Description

Create or update a JobField and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: move**Signature**

move ([JobField](#) cieJobField, [JobField](#) newParentCieJobField)

Description

Move a CieJobField to the provided new parent.

Parameters

Parameter Name	Description	Readonly
cieJobField	The CieJobField to move	X
newParentCieJobField		X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update (**JobField** jobField, **Integer** sequence)

Description

Update a JobField. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateAndActivate**Signature**

updateAndActivate (**JobField** jobField, **Integer** sequence)

Description

Update a JobField. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
jobField	The JobField to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

Location

Description

[CieLocationIntegrationService] Service used by the integration toolkit to synchronize CieLocations. Required Preparator: OLF

Target Namespace

Operation Summary

Operation	Since
<p><code>create</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Create a Location. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.</p>	
<p><code>createAndActivate</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Create a Location and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.</p>	
<p><code>delete</code> (<code>Location</code> location, <code>Location</code> reassignLocation)</p> <p>Delete a Location, reassigning all references to the provided alternate Location.</p>	
<p><code>merge</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Create or update a Location. See create and update operations for sequence value behavior.</p>	
<p><code>mergeAndActivate</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Create or update a Location and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.</p>	
<p><code>move</code> (<code>Location</code> cieLocation, <code>Location</code> newParentCieLocation)</p> <p>Move a CieLocation to the provided new parent.</p>	
<p><code>update</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Update a Location. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.</p>	
<p><code>updateAndActivate</code> (<code>Location</code> location, <code>Integer</code> sequence)</p> <p>Update a Location. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.</p>	

Operation Details

Operation: create

Signature

create ([Location](#) location, [Integer](#) sequence)

Description

Create a Location. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
location	The Location to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: createAndActivate

Signature

createAndActivate ([Location](#) location, [Integer](#) sequence)

Description

Create a Location and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
location	The Location to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

`delete` (`Location` location, `Location` reassignLocation)

Description

Delete a Location, reassigning all references to the provided alternate Location.

Parameters

Parameter Name	Description	Readonly
location	The Location to delete	X
reassignLocation	The alternate Location	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge` (`Location` location, `Integer` sequence)

Description

Create or update a Location. See create and update operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
location	The Location to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: mergeAndActivate**Signature**

mergeAndActivate ([Location](#) location, [Integer](#) sequence)

Description

Create or update a Location and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
location	The Location to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: move**Signature**

move ([Location](#) cieLocation, [Location](#) newParentCieLocation)

Description

Move a CieLocation to the provided new parent.

Parameters

Parameter Name	Description	Readonly
cieLocation	The CieLocation to move	X
newParentCieLocation	The new parent CieLocation	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Location](#) location, [Integer](#) sequence)

Description

Update a Location. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
location	The Location to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateAndActivate**Signature**

updateAndActivate ([Location](#) location, [Integer](#) sequence)

Description

Update a Location. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
location	The Location to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

CieProgram

Description

Connect import service for the competency entity.

Target Namespace

Operation Summary

Operation	Since
update (CieProgram cieProgram) Update an existing CieProgram.	

Operation Details

Operation: update

Signature

[update](#) (CieProgram cieProgram)

Description

Update an existing CieProgram.

Parameters

Parameter Name	Description	Readonly
cieProgram	The CieProgram to update	

Since

CompensationCycle

Description

Connect import service for the CompensationCycle entity.

Target Namespace

Operation Summary

Operation	Since
<code>activate</code> (<code>CompensationCycle</code> compensationCycle) Recover a inactive CompensationCycle.	
<code>create</code> (<code>CompensationCycle</code> changeSet) Create a new CompensationCycle.	
<code>deactivate</code> (<code>CompensationCycle</code> compensationCycle) Deactivate a CompensationCycle.	
<code>merge</code> (<code>CompensationCycle</code> changeSet) Create or update a new or existing CompensationCycle.	
<code>update</code> (<code>CompensationCycle</code> changeSet) Update an existing CompensationCycle.	

Operation Details

Operation: activate

Signature

`activate` (`CompensationCycle` compensationCycle)

Description

Recover a inactive CompensationCycle.

Parameters

Parameter Name	Description	ReadOnly
compensationCycle	The CompensationCycle to recover	x

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create

Signature

`create` (`CompensationCycle` changeSet)

Description

Create a new CompensationCycle.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationCycle entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

`deactivate` ([CompensationCycle](#) compensationCycle)

Description

Deactivate a CompensationCycle.

Parameters

Parameter Name	Description	Readonly
compensationCycle	The CompensationCycle to deactivate	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge` ([CompensationCycle](#) changeSet)

Description

Create or update a new or existing CompensationCycle.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationCycle entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

`update` ([CompensationCycle](#) changeSet)

Description

Update an existing CompensationCycle.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationCycle entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

CompensationHistory

Description

Connect import service for the CompensationHistory entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>CompensationHistory</code> changeSet) Create a new CompensationHistory.	
<code>delete</code> (<code>CompensationHistory</code> compensationHistory) Deletes the specified [CompensationHistory].	
<code>merge</code> (<code>CompensationHistory</code> changeSet) Create or update a new or existing CompensationHistory.	
<code>update</code> (<code>CompensationHistory</code> changeSet) Update an existing CompensationHistory.	

Operation Details

Operation: create

Signature

`create` (`CompensationHistory` changeSet)

Description

Create a new CompensationHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationHistory entity change set to create	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`CompensationHistory` compensationHistory)

Description

Deletes the specified [CompensationHistory].

Parameters

Parameter Name	Description	Readonly
compensationHistory	the EntityKey of the CompensationHistory to delete	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([CompensationHistory](#) changeSet)

Description

Create or update a new or existing CompensationHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationHistory entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([CompensationHistory](#) changeSet)

Description

Update an existing CompensationHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The CompensationHistory entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

CompetencyCategory

Description

[CompetencyCategoryImportService] Connect import service for the CompetencyCategory entity.

Target Namespace

Operation Summary

Operation	Since
create (CompetencyCategory competencyCategory) Creates a new CompetencyCategory.	
delete (CompetencyCategory competencyCategory) Deletes an existing CompetencyCategory.	
merge (CompetencyCategory competencyCategory) Creates or updates a new or existing CompetencyCategory.	
update (CompetencyCategory competencyCategory) Updates an existing CompetencyCategory.	

Operation Details

Operation: create

Signature

create ([CompetencyCategory](#) competencyCategory)

Description

Creates a new CompetencyCategory.

Parameters

Parameter Name	Description	Readonly
competencyCategory	the CompetencyCategory to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

`delete` ([CompetencyCategory](#) competencyCategory)

Description

Deletes an existing CompetencyCategory.

Parameters

Parameter Name	Description	Readonly
competencyCategory	the CompetencyCategory to delete	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge` ([CompetencyCategory](#) competencyCategory)

Description

Creates or updates a new or existing CompetencyCategory.

Parameters

Parameter Name	Description	Readonly
competencyCategory	the CompetencyCategory to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

`update` ([CompetencyCategory](#) competencyCategory)

Description

Updates an existing CompetencyCategory.

Parameters

Parameter Name	Description	Readonly
competencyCategory	the CompetencyCategory to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

CompetencyGroup**Description**

[CompetencyGroupImportService] Connect import service for the CompetencyGroup entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>CompetencyGroup</code> <code>competencyGroup</code>) Creates a new CompetencyGroup.	
<code>delete</code> (<code>CompetencyGroup</code> <code>competencyGroup</code>) Deletes an existing CompetencyGroup.	
<code>merge</code> (<code>CompetencyGroup</code> <code>competencyGroup</code>) Creates or updates a new or existing CompetencyGroup.	
<code>update</code> (<code>CompetencyGroup</code> <code>competencyGroup</code>) Updates an existing CompetencyGroup.	

Operation Details

Operation: create

Signature

`create` (`CompetencyGroup` `competencyGroup`)

Description

Creates a new CompetencyGroup.

Parameters

Parameter Name	Description	Readonly
<code>competencyGroup</code>	the CompetencyGroup to create	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`CompetencyGroup` `competencyGroup`)

Description

Deletes an existing CompetencyGroup.

Parameters

Parameter Name	Description	Readonly
competencyGroup	the CompetencyGroup to delete	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([CompetencyGroup](#) competencyGroup)

Description

Creates or updates a new or existing CompetencyGroup.

Parameters

Parameter Name	Description	Readonly
competencyGroup	the CompetencyGroup to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([CompetencyGroup](#) competencyGroup)

Description

Updates an existing CompetencyGroup.

Parameters

Parameter Name	Description	Readonly
competencyGroup	the CompetencyGroup to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Competency

Description

Connect import service for the competency entity.

Target Namespace

Operation Summary

Operation	Since
create (Competency competency) Create a competency.	
delete (Competency competency) Delete a competency. The current behavior is to deactivate the competency instead of doing a real delete operation. All TEE applications must leverage the competency status for the real delete to happen.	
merge (Competency competency) Merge a competency.	
update (Competency competency) Update an existing competency.	

Operation Details

Operation: create

Signature

create ([Competency](#) competency)

Description

Create a competency.

Parameters

Parameter Name	Description	Readonly
competency	The competency to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

`delete` ([Competency](#) competency)

Description

Delete a competency. The current behavior is to deactivate the competency instead of doing a real delete operation. All TEE applications must leverage the competency status for the real delete to happen.

Parameters

Parameter Name	Description	Readonly
competency	The competency to delete	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge` ([Competency](#) competency)

Description

Merge a competency.

Parameters

Parameter Name	Description	Readonly
competency	The competency to merge	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Competency](#) competency)

Description

Update an existing competency.

Parameters

Parameter Name	Description	Readonly
competency	The competency to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

IntegrationCustomField**Description**

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Connect import service for the CustomField entity.

Target Namespace

Operation Summary

Operation	Since
create (<code>IntegrationCustomField</code> changeSet, <code>String</code> ownerClass, <code>String</code> customFieldCode, <code>String</code> fieldType, <code>Boolean</code> isMultilingual, <code>Boolean</code> isTZSensitive, <code>Boolean</code> isReportable, <code>Integer</code> displaySequence) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Create a new Custom Field.	
delete (<code>String</code> ownerClass, <code>String</code> customFieldCode) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Delete a Custom Field	
disableReportingForCustomField (<code>String</code> ownerClass, <code>String</code> customFieldCode) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Remove the Custom Field from the reporting universe	
enableReportingForCustomField (<code>String</code> ownerClass, <code>String</code> customFieldCode, <code>Integer</code> displaySequence) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Enable reporting for the given Custom Field	
merge (<code>IntegrationCustomField</code> changeSet, <code>String</code> ownerClass, <code>String</code> customFieldCode, <code>String</code> fieldType, <code>Boolean</code> isMultilingual, <code>Boolean</code> isTZSensitive, <code>Boolean</code> isReportable, <code>Integer</code> displaySequence) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Merge a Custom Field.	
update (<code>IntegrationCustomField</code> changeSet, <code>String</code> ownerClass, <code>String</code> customFieldCode, <code>Boolean</code> isReportable, <code>Integer</code> displaySequence) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Update a Custom Field.	
updateDisplaySequence (<code>String</code> ownerClass, <code>String</code> customFieldCode, <code>Integer</code> displaySequence) DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Update the display sequence of the CustomField in the reporting universe	

Operation Details

Operation: create

Signature

create (`IntegrationCustomField` changeSet, `String` ownerClass, `String` customFieldCode, `String` fieldType, `Boolean` isMultilingual, `Boolean` isTZSensitive, `Boolean` isReportable, `Integer` displaySequence)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Create a new Custom Field.

Parameters

Parameter Name	Description	Readonly
changeSet	the IntegrationCustomField EntityChangeSet	
ownerClass	The name of the class to which the new field is to be added (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The name of the custom field.	
fieldType	The custom field type. Supported types: java.lang.String, java.math.BigDecimal, java.util.Date, java.lang.Boolean, java.util.Currency	
isMultilingual	Flag indicating if the field is multilingual or not.	
isTZSensitive	Flag indicating if the field is sensitive to time zones or not.	
isReportable	Does the custom field is available in the reporting universe. There's a limit of 50 custom fields in the reporting universe for a given entity.	
displaySequence	The display sequence of the new custom field. Only used if the custom field is reportable If no sequence is provided and the field is reportable the first available sequence is used.	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete (String ownerClass, String customFieldCode)`

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Delete a Custom Field

Parameters

Parameter Name	Description	Readonly
ownerClass	The name of the class (including package) from which the field is to be removed.	
customFieldCode	The code of the field to delete	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

Operation: disableReportingForCustomField

Signature

`disableReportingForCustomField` (`String` ownerClass, `String` customFieldCode)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Remove the Custom Field from the reporting universe

Parameters

Parameter Name	Description	Readonly
ownerClass	The name of the class (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The code of the field	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: enableReportingForCustomField

Signature

`enableReportingForCustomField` (`String` ownerClass, `String` customFieldCode, `Integer` displaySequence)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Enable reporting for the given Custom Field

Parameters

Parameter Name	Description	Readonly
ownerClass	The name of the class (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The code of the field	
displaySequence	The display sequence	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge (`IntegrationCustomField` changeSet, `String` ownerClass, `String` customFieldCode, `String` fieldType, `Boolean` isMultilingual, `Boolean` isTZSensitive, `Boolean` isReportable, `Integer` displaySequence)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Merge a Custom Field.

Parameters

Parameter Name	Description	Readonly
changeSet	the IntegrationCustomField EntityChangeSet	
ownerClass	The name of the class to which the new field is to be added (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The name of the custom field.	
fieldType	The custom field type. Supported types: java.lang.String, java.math.BigDecimal, java.util.Date, java.lang.Boolean, java.util.Currency	
isMultilingual	Flag indicating if the field is multilingual or not.	
isTZSensitive	Flag indicating if the field is sensitive to time zones or not.	
isReportable	Does the custom field is available in the reporting universe. There's a limit of 50 custom fields in the reporting universe for a given entity.	
displaySequence	The display sequence of the new custom field. Only used if the custom field is reportable If no sequence is provided and the field is reportable the first available sequence is used.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update (`IntegrationCustomField` changeSet, `String` ownerClass, `String` customFieldCode, `Boolean` isReportable, `Integer` displaySequence)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Update a Custom Field.

Parameters

Parameter Name	Description	Readonly
changeSet	the IntegrationCustomField EntityChangeSet	
ownerClass	The name of the class to which the new field is to be added (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The name of the custom field.	
isReportable	Does the custom field is available in the reporting universe. There's a limit of 50 custom fields in the reporting universe for a given entity.	
displaySequence	The display sequence of the new custom field. Only used if the custom field is reportable If no sequence is provided and the field is reportable the first available sequence is used.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateDisplaySequence**Signature**

updateDisplaySequence ([String](#) ownerClass, [String](#) customFieldCode, [Integer](#) displaySequence)

Description

DO NOT USE. THIS SERVICE IS FOR INTERNAL USE ONLY AND ISNT SUPPORTED Update the display sequence of the CustomField in the reporting universe

Parameters

Parameter Name	Description	Readonly
ownerClass	The name of the class (ex com.taleo.functionalcomponent.talent.entity.employee.Employee).	
customFieldCode	The code of the field	
displaySequence	The new display sequence	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

CustomSelectionElement

Description

[CustomSelectionElementImportService] Import service for the CustomSelectionElement.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>CustomSelectionElement</code> customSelectionElement) Create a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.	12c
<code>delete</code> (<code>CustomSelectionElement</code> customSelectionElement) Delete a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.	12c
<code>merge</code> (<code>CustomSelectionElement</code> customSelectionElement) Merge a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.	12c
<code>update</code> (<code>CustomSelectionElement</code> customSelectionElement) Update a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.	12c

Operation Details

Operation: create

Signature

`create` (`CustomSelectionElement` customSelectionElement)

Description

Create a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelectionElement	The CustomSelectionElement to create.	

Since

12c

Operation: delete**Signature****delete** ([CustomSelectionElement](#) customSelectionElement)**Description**

Delete a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelectionElement	The CustomSelectionElement to delete.	

Since

12c

Operation: merge**Signature****merge** ([CustomSelectionElement](#) customSelectionElement)**Description**

Merge a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelectionElement	The CustomSelectionElement to merge.	

Since

12c

Operation: update**Signature****update** ([CustomSelectionElement](#) customSelectionElement)**Description**

Update a Custom Selection Element, also known as a User-Defined Selection Element in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelectionElement	The CustomSelectionElement to update.	

Since

12c

CustomSelection

Description

[CustomSelectionImportService] Service used by the integration toolkit to synchronize CustomSelection.

Target Namespace

Operation Summary

Operation	Since
create (CustomSelection customSelection) Create a Custom Selection, also known as a User-Defined Selection in the UI interface.	12c
delete (CustomSelection customSelection) Delete a Custom Selection, also known as a User-Defined Selection in the UI interface.	12c
merge (CustomSelection customSelection) Merge a Custom Selection, also known as a User-Defined Selection in the UI interface.	12c
update (CustomSelection customSelection) Update a Custom Selection, also known as a User-Defined Selection in the UI interface.	12c

Operation Details

Operation: create

Signature

create ([CustomSelection](#) customSelection)

Description

Create a Custom Selection, also known as a User-Defined Selection in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelection	The CustomSelection to create.	

Since

12c

Operation: delete**Signature**`delete` ([CustomSelection](#) customSelection)**Description**

Delete a Custom Selection, also known as a User-Defined Selection in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelection	The CustomSelection key to delete.	X

Since

12c

Operation: merge**Signature**`merge` ([CustomSelection](#) customSelection)**Description**

Merge a Custom Selection, also known as a User-Defined Selection in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelection	The CustomSelection to merge.	

Since

12c

Operation: update**Signature**

update ([CustomSelection](#) customSelection)

Description

Update a Custom Selection, also known as a User-Defined Selection in the UI interface.

Parameters

Parameter Name	Description	Readonly
customSelection	The CustomSelection to update.	

Since

12c

DeletedEntityLog**Description**

Connect import service for the {@link DeletedEntityLog} entity.

Target Namespace**Operation Summary**

Operation	Since
delete (DateTime maxDate, DeletedEntityType deletedEntityType) Delete all log entries older or equal to pMaxDate for the given pDeletedEntityTypeKey. Purged log entries are permanently deleted from the database.	

Operation Details**Operation: delete****Signature**

delete ([DateTime](#) maxDate, [DeletedEntityType](#) deletedEntityType)

Description

Delete all log entries older or equal to pMaxDate for the given pDeletedEntityTypeKey. Purged log entries are permanently deleted from the database.

Parameters

Parameter Name	Description	Readonly
maxDate	maximum date of log entries to delete.	
deletedEntityType	type of logged entries to delete.	X

Since

EmployeeCompensation

Description

Connect import service for the EmployeeCompensation entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>EmployeeCompensation</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> managerEmployeeId, <code>String</code> managerSystemId, <code>String</code> cycleCode, <code>String</code> customFieldsValues) Create a new EmployeeCompensation.	
<code>delete</code> (<code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Deletes the specified [EmployeeCompensation].	
<code>merge</code> (<code>EmployeeCompensation</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> managerEmployeeId, <code>String</code> managerSystemId, <code>String</code> cycleCode, <code>String</code> customFieldsValues) Create or update a new or existing EmployeeCompensation.	
<code>update</code> (<code>EmployeeCompensation</code> changeSet, <code>String</code> customFieldsValues) Update an existing EmployeeCompensation.	

Operation Details

Operation: create

Signature

`create` (`EmployeeCompensation` changeSet, `String` employeeId, `String` systemId, `String` managerEmployeeId, `String` managerSystemId, `String` cycleCode, `String` customFieldsValues)

Description

Create a new EmployeeCompensation.

Parameters

Parameter Name	Description	ReadOnly
changeSet	The EmployeeCompensation entity change set to create	
employeeId	The Employee Id of the employee	
systemId	The ERP Id	
managerEmployeeId	The Employee Id of the manager	
managerSystemId	The system Id of the manager	
cycleCode	The compensation cycle	
customFieldsValues	All the values of the custom fields that we want to set. the format must be : [customField_Name, "[customField_Value"],[customField_Name,"customField_Value"], etc.	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete (String employeeId, String systemId, String cycleCode)`

Description

Deletes the specified [EmployeeCompensation].

Parameters

Parameter Name	Description	ReadOnly
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([EmployeeCompensation](#) changeSet, [String](#) employeeId, [String](#) systemId, [String](#) managerEmployeeId, [String](#) managerSystemId, [String](#) cycleCode, [String](#) customFieldsValues)

Description

Create or update a new or existing EmployeeCompensation.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensation entity change set to create or update	
employeeId	The Employee Id	
systemId	The ERP Id	
managerEmployeeId	The Employee Id of the manager	
managerSystemId	The system Id of the manager	
cycleCode	The compensation cycle	
customFieldsValues	All the values of the custom fields that we want to set. the format must be : [customField_Name, "[customField_Value"],[customField_Name,"customField_Value"], etc.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([EmployeeCompensation](#) changeSet, [String](#) customFieldsValues)

Description

Update an existing EmployeeCompensation.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensation entity change set to update	
customFieldsValues	All the values of the custom fields that we want to set. the format must be : [customField_Name, "[customField_Value"],[customField_Name,"customField_Value"], etc.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

EmployeeCompensationStatus**Description**

Connect import service for the EmployeeCompensationStatus entity.

Target Namespace**Operation Summary**

Operation	Since
activate (EmployeeCompensationStatus employeeCompensationStatus) Recover a inactive EmployeeCompensationStatus.	
create (EmployeeCompensationStatus changeSet) Create a new EmployeeCompensationStatus.	
deactivate (EmployeeCompensationStatus employeeCompensationStatus) Deactivate a EmployeeCompensationStatus.	
merge (EmployeeCompensationStatus changeSet) Create or update a new or existing EmployeeCompensationStatus.	
update (EmployeeCompensationStatus changeSet) Update an existing EmployeeCompensationStatus.	

Operation Details**Operation: activate****Signature**

activate ([EmployeeCompensationStatus](#) employeeCompensationStatus)

Description

Recover a inactive EmployeeCompensationStatus.

Parameters

Parameter Name	Description	Readonly
employeeCompensationStatus	The EmployeeCompensationStatus to recover	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

`create` ([EmployeeCompensationStatus](#) changeSet)

Description

Create a new EmployeeCompensationStatus.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationStatus entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

`deactivate` ([EmployeeCompensationStatus](#) employeeCompensationStatus)

Description

Deactivate a EmployeeCompensationStatus.

Parameters

Parameter Name	Description	Readonly
employeeCompensationStatus	The EmployeeCompensationStatus to deactivate	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([EmployeeCompensationStatus](#) changeSet)

Description

Create or update a new or existing EmployeeCompensationStatus.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationStatus entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([EmployeeCompensationStatus](#) changeSet)

Description

Update an existing EmployeeCompensationStatus.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationStatus entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

EmployeeCompensationType

Description

Connect import service for the EmployeeCompensationType entity.

Target Namespace

Operation Summary

Operation	Since
<code>activate</code> (<code>EmployeeCompensationType</code> <code>employeeCompensationType</code>) Recover a inactive EmployeeCompensationType.	
<code>create</code> (<code>EmployeeCompensationType</code> <code>changeSet</code>) Create a new EmployeeCompensationType.	
<code>deactivate</code> (<code>EmployeeCompensationType</code> <code>employeeCompensationType</code>) Deactivate a EmployeeCompensationType.	
<code>merge</code> (<code>EmployeeCompensationType</code> <code>changeSet</code>) Create or update a new or existing EmployeeCompensationType.	
<code>update</code> (<code>EmployeeCompensationType</code> <code>changeSet</code>) Update an existing EmployeeCompensationType.	

Operation Details

Operation: activate

Signature

`activate` (`EmployeeCompensationType` `employeeCompensationType`)

Description

Recover a inactive EmployeeCompensationType.

Parameters

Parameter Name	Description	Readonly
employeeCompensationType	The EmployeeCompensationType to recover	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

create ([EmployeeCompensationType](#) changeSet)

Description

Create a new EmployeeCompensationType.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationType entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

deactivate ([EmployeeCompensationType](#) employeeCompensationType)

Description

Deactivate a EmployeeCompensationType.

Parameters

Parameter Name	Description	Readonly
employeeCompensationType	The EmployeeCompensationType to deactivate	X

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

`merge (EmployeeCompensationType changeSet)`

Description

Create or update a new or existing EmployeeCompensationType.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationType entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

`update (EmployeeCompensationType changeSet)`

Description

Update an existing EmployeeCompensationType.

Parameters

Parameter Name	Description	Readonly
changeSet	The EmployeeCompensationType entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Employee

Description

Connect import service for the [Employee] entity.

Target Namespace

Operation Summary

Operation	Since
<p><code>attachFile (Employee employee, String fileName, String comment, java.io.InputStream fileContent)</code></p> <p>Attaches a file to the TalentUser This method receives an input stream which will be pulled gradually and measured in order to respect the different settings and avoid RAM problems. If the input stream exceeds the limit, the transfer will be stopped and the error handler will be feed.</p>	
<p><code>create (Employee changeSet, String userUsername, String userEmployeeId, Integer cUserKeyAsInteger, String cUserUsername, String cUserEmployeeId, String username, String password, Boolean confirmEmployeeProfile)</code></p> <p>Creates an [Employee] entity. This employee will be created from a [User] and/or a [CSUser]. To this service you can identify an existing user and/or an existing candidate. You can provide some search criteria to the service, so that way the service will be able to search the database to find one of them or both. If no user is identified, a new user will be created. If no candidate is identified, a new candidate will also be created.

 The search criteria available to identify the user are the username, and the employee ID. If you use the employee ID parameter and it appears that this value is not unique in the database, the service will return an error. All user search criteria parameters are optional.

 The search criteria available to identify the candidate are the candidate key, the candidate username, and the employee ID. If you use the candidate username parameter, it will return a warning. This parameter will be eventually replaced. If you use the employee ID parameter and it appears that this value is not unique in the database, the service will return an error. All candidate search criteria parameters are optional.

 The username and password parameters are mandatory.
</p>	7.8.0

Operation	Since
<code>delete</code> (<code>Employee</code> employee) Delete an [Employee] entity. This method just redirect to the delete of UserSynchronizationService	7.5 sp9
<code>deleteFile</code> (<code>Employee</code> employee, <code>String</code> fileName) Deletes a file attached to the TalentUser.	
<code>merge</code> (<code>Employee</code> changeSet, <code>String</code> userUsername, <code>String</code> userEmployeeId, <code>Integer</code> cSUserKeyAsInteger, <code>String</code> cSUserUsername, <code>String</code> cSUserEmployeeId, <code>String</code> username, <code>String</code> password) Creates an [Employee] entity. This employee will be created from a [User] and/or a [CSUser]. To this service we have to be able to give a UserKey and/or a CSUserKey. We can specify some search criteria to the service, so that way if the caller does not have the UserKey and/or the CSUserKey, the service will be able to search the database to find one of them or both. The search criteria will be the GUID, the username and the employee ID. The search criteria that are used to search the [User] can be specified also for the [CSUser].	7.5 sp9
<code>reconcile</code> (<code>Employee</code> masterEmployee, <code>Employee</code> slaveEmployee, <code>Boolean</code> overrideCandidate) Transfers the slave employee information to the master employee. There are limitations to this service. Please read this documentation carefully before using it. This service allows merging 2 employee records that exists for a single person. The [MasterEmployee] is the surviving record while the [SlaveEmployee] is deleted at the end of the process. Associated slave employee candidate is deleted as well. Slave user employee tasks and ownership data elements are transferred to the master employee record. An optional [OverrideCandidate] parameter allows exchanging candidate and profile records between the master and slave employees in the advent the slave employee candidate would be the one to keep. Please note that the master employee must have at least the same roles as the slave employee does. Please note that there are known limitations to this service. It must be used with extreme care. Make sure to observe the following recommendations: - This service does not support batch updates. Process one employee at a time. - This service does not support multiple integration processes on users. Make sure when executing Reconcile operations that there are no other user integration processes at the same time. This service is not currently documented in the Data Dictionary.	
<code>recover</code> (<code>Employee</code> employee) Recover an [Employee] entity. This method just redirect to the recover of UserSynchronizationService	7.5 sp9
<code>update</code> (<code>Employee</code> changeSet) Update an existing employee.	
<code>updateMetricValues</code> (<code>Employee</code> employee, <code>java.util.List</code> metricValueCodes) Update metric values of an employee	

Operation Details

Operation: attachFile

Signature

`attachFile` (`Employee` employee, `String` fileName, `String` comment, `java.io.InputStream` fileContent)

Description

Attaches a file to the TalentUser This method receives an input stream which will be pulled gradually and measured in order to respect the different settings and avoid RAM problems. If the input stream exceeds the limit, the transfer will be stopped and the error handler will be feed.

Parameters

Parameter Name	Description	Readonly
employee		
fileName		
comment		
fileContent		

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create

Signature

create ([Employee](#) changeSet, [String](#) userUsername, [String](#) userEmployeeId, [Integer](#) cSUserKeyAsInteger, [String](#) cSUserUsername, [String](#) cSUserEmployeeId, [String](#) username, [String](#) password, [Boolean](#) confirmEmployeeProfile)

Description

Creates an [Employee] entity. This employee will be created from a [User] and/or a [CSUser]. To this service you can identify an existing user and/or an existing candidate. You can provide some search criteria to the service, so that way the service will be able to search the database to find one of them or both. If no user is identified, a new user will be created. If no candidate is identified, a new candidate will also be created.

 The search criteria available to identify the user are the username, and the employee ID. If you use the employee ID parameter and it appears that this value is not unique in the database, the service will return an error. All user search criteria parameters are optional.

 The search criteria available to identify the candidate are the candidate key, the candidate username, and the employee ID. If you use the candidate username parameter, it will return a warning. This parameter will be eventually replaced. If you use the employee ID parameter and it appears that this value is not unique in the database, the service will return an error. All candidate search criteria parameters are optional.

 The username and password parameters are mandatory.

Parameters

Parameter Name	Description	Readonly
changeSet	the [EntityChangeSet] that hold the new field value.	
userUsername	the username of the [User] that will be linked to the [Employee].	
userEmployeeId	the employee id of the [User] that will be linked to the [Employee].	
cSUserKeyAsInteger	the key as a Long value of the [CSUser] that will be linked to the [Employee].	
cSUserUsername	the username of the [CSUser] that will be linked to the [Employee].	

Parameter Name	Description	Readonly
cUserEmployeeId	the employee id of the [CUser] that will be linked to the [Employee].	
username	the username of the [User] if it has to be created.	
password	the password of the [User] if it has to be created. If no password is provided, it will be generated according to the password policies	
confirmEmployeeProfile	true if the employee needs to confirm at first login the profile that was linked to him at creation.	

Since

7.8.0

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

```
delete (Employee employee)
```

Description

Delete an [Employee] entity. This method just redirect to the delete of UserSynchronizationService

Parameters

Parameter Name	Description	Readonly
employee		X

Since

7.5 sp9

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deleteFile**Signature**

```
deleteFile (Employee employee, String fileName)
```

Description

Deletes a file attached to the TalentUser.

Parameters

Parameter Name	Description	Readonly
employee		
fileName		

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

merge ([Employee](#) changeSet, [String](#) userUsername, [String](#) userEmployeeId, [Integer](#) cSUserKeyAsInteger, [String](#) cSUserUsername, [String](#) cSUserEmployeeId, [String](#) username, [String](#) password)

Description

Creates an [Employee] entity. This employee will be created from a [User] and/or a [CSUser]. To this service we have to be able to give a UserKey and/or a CSUserKey. We can specify some search criteria to the service, so that way if the caller does not have the UserKey and/or the CSUserKey, the service will be able to search the database to find one of them or both.

 The search criteria will be the GUID, the username and the employee ID. The search criteria that are used to search the [User] can be specified also for the [CSUser].

Parameters

Parameter Name	Description	Readonly
changeSet	the [EntityChangeSet] that hold the new field value.	
userUsername	the username of the [User] that will be linked to the [Employee].	
userEmployeeId	the employee id of the [User] that will be linked to the [Employee].	
cSUserKeyAsInteger	the key as a Long value of the [CSUser] that will be linked to the [Employee].	
cSUserUsername	the username of the [CSUser] that will be linked to the [Employee].	
cSUserEmployeeId	the employee id of the [CSUser] that will be linked to the [Employee].	
username		
password		

Since

7.5 sp9

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: reconcile**Signature**

reconcile ([Employee](#) masterEmployee, [Employee](#) slaveEmployee, [Boolean](#) overrideCandidate)

Description

Transfers the slave employee information to the master employee.

 There are limitations to this service. Please read this documentation carefully before using it.

 This service allows merging 2 employee records that exists for a single person.
 The [MasterEmployee] is the surviving record while the [SlaveEmployee] is deleted at the end of the process. Associated slave employee candidate is deleted as well. Slave user employee tasks and ownership data elements are transferred to the master employee record. An optional [OverrideCandidate] parameter allows exchanging candidate and profile records between the master and slave employees in the advent the slave employee candidate would be the one to keep.

 Please note that the master employee must have at least the same roles as the slave employee does.

 Please note that there are known limitations to this service. It must be used with extreme care.

 Make sure to observe the following recommendations:
 - This service does not support batch updates. Process one employee at a time.
 - This service does not support multiple integration processes on users. Make sure when executing Reconcile operations that there are no other user integration processes at the same time.

 This service is not currently documented in the Data Dictionary.

Parameters

Parameter Name	Description	Readonly
masterEmployee	The master employee. This is the surviving employee record at the end of the reconcile process. Use this parameter to identify the master employee record.	x
slaveEmployee	The slave employee. This is the employee record to be deleted. Tasks and ownership are transferred to the master employee. This employee user account will be deactivated and associated candidate record will be deleted. Use this parameter to identify the slave employee record.	x
overrideCandidate	True, slave and master candidate records will be exchanged. False, candidates records are left as they are.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: recover**Signature**

recover ([Employee](#) employee)

Description

Recover an [Employee] entity. This method just redirect to the recover of UserSynchronizationService

Parameters

Parameter Name	Description	Readonly
employee		X

Since

7.5 sp9

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

`update (Employee changeSet)`

Description

Update an existing employee.

Parameters

Parameter Name	Description	Readonly
changeSet	The employee to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateMetricValues**Signature**

`updateMetricValues (Employee employee, java.util.List metricValueCodes)`

Description

Update metric values of an employee

Parameters

Parameter Name	Description	Readonly
employee	The employee to update	
metricValueCodes	the list containing the ConfigurableMetrics codes.	

Since

Group

Description

[GroupSynchronizationService] Service used by the integration toolkit to synchronize groups

Target Namespace

Operation Summary

Operation	Since
create (Group group) Called by the integration toolkit when we want to create a group in the synchronization process	1.3
delete (Group group) Called by the integration toolkit when we want to delete a group in the synchronization process	1.3
merge (Group group) Called by the integration toolkit when we want to "merge" a group. This method redirects to create or update depending on the state of the entity.	1.3
update (Group group) Called by the integration toolkit when we want to update a group in the synchronization process	1.3

Operation Details

Operation: create

Signature

create ([Group](#) group)

Description

Called by the integration toolkit when we want to create a group in the synchronization process

Parameters

Parameter Name	Description	Readonly
group	group that has been created. Not committed yet !	

Since

1.3

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` ([Group](#) group)

Description

Called by the integration toolkit when we want to delete a group in the synchronization process

Parameters

Parameter Name	Description	Readonly
group	the group to delete	x

Since

1.3

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

`merge` ([Group](#) group)

Description

Called by the integration toolkit when we want to "merge" a group. This method redirects to create or update depending on the state of the entity.

Parameters

Parameter Name	Description	Readonly
group	Group to be merged	

Since

1.3

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Group](#) group)

Description

Called by the integration toolkit when we want to update a group in the synchronization process

Parameters

Parameter Name	Description	Readonly
group	the group to update	

Since

1.3

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

IncreaseType**Description**

Connect import service for the IncreaseType entity.

Target Namespace

Operation Summary

Operation	Since
<code>activate</code> (<code>IncreaseType</code> <code>increaseType</code>) Recover a inactive IncreaseType.	
<code>create</code> (<code>IncreaseType</code> <code>changeSet</code>) Create a new IncreaseType.	
<code>deactivate</code> (<code>IncreaseType</code> <code>increaseType</code>) Deactivate a IncreaseType.	
<code>merge</code> (<code>IncreaseType</code> <code>changeSet</code>) Create or update a new or existing IncreaseType.	
<code>update</code> (<code>IncreaseType</code> <code>changeSet</code>) Update an existing IncreaseType.	

Operation Details

Operation: activate

Signature

`activate` (`IncreaseType` `increaseType`)

Description

Recover a inactive IncreaseType.

Parameters

Parameter Name	Description	Readonly
<code>increaseType</code>	The IncreaseType to recover	X

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create

Signature

`create` (`IncreaseType` `changeSet`)

Description

Create a new IncreaseType.

Parameters

Parameter Name	Description	Readonly
changeSet	The IncreaseType entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

deactivate ([IncreaseType](#) increaseType)

Description

Deactivate a IncreaseType.

Parameters

Parameter Name	Description	Readonly
increaseType	The IncreaseType to deactivate	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([IncreaseType](#) changeSet)

Description

Create or update a new or existing IncreaseType.

Parameters

Parameter Name	Description	Readonly
changeSet	The IncreaseType entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

update ([IncreaseType](#) changeSet)

Description

Update an existing IncreaseType.

Parameters

Parameter Name	Description	Readonly
changeSet	The IncreaseType entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

UserType

Description

User Type Import Service use internally only for synchronisation between zone. SHOULD NEVER BE USED BY THE CLIENT.

Target Namespace

<http://www.taleo.com/ws/so800/2009/01>

Operation Summary

Operation	Since
<code>update</code> (<code>UserType</code> userRole)	

Operation Details

Operation: update

Signature

`update` (`UserType` userRole)

Description

Parameters

Parameter Name	Description	Readonly
userRole		

Since

Position

Description

Connect import service for the Position entity.

Target Namespace

Operation Summary

Operation	Since
<code>applyProfileModel</code> (<code>Position</code> position, <code>Boolean</code> overwrite) Apply the requirements model to a JobPosition.	

Operation	Since
<p>create (Position changeSet)</p> <p>Create a new JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).</p>	
<p>delete (Position jobPosition)</p> <p>Deletes JobPosition.</p>	
<p>merge (Position changeSet)</p> <p>Create or update a new or existing JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).</p>	
<p>update (Position changeSet)</p> <p>Update an existing JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).</p>	

Operation Details

Operation: applyProfileModel

Signature

applyProfileModel ([Position](#) position, [Boolean](#) overwrite)

Description

Apply the requirements model to a JobPosition.

Parameters

Parameter Name	Description	Readonly
position	The Position	
overwrite	Do we overwrite the requirements on the same competency or certification?	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

create (Position changeSet)

Description

Create a new JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).

Parameters

Parameter Name	Description	Readonly
changeSet	The Position entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

delete (Position jobPosition)

Description

Deletes JobPosition.

Parameters

Parameter Name	Description	Readonly
jobPosition	key of JobPosition	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

merge ([Position](#) changeSet)

Description

Create or update a new or existing JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).

Parameters

Parameter Name	Description	Readonly
changeSet	The Position entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

update ([Position](#) changeSet)

Description

Update an existing JobPosition. Advanced attribute "jobposition.reassign.employee" can be specified in TCC. The possible values are true/false. If the attribute isn't specified or has "false" value the operation will fail if we try to set the JobPosition.employee relation with an employee already linked to another JobPosition. If the value of the attribute is "true" the import won't fail and the employee will be reassign to the new position (old JobPosition.employee relation is set to null).

Parameters

Parameter Name	Description	Readonly
changeSet	The Position entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

JobRole**Description**

Connect import service for the Job Role entity.

Target Namespace**Operation Summary**

Operation	Since
<code>create</code> (JobRole changeSet) Create a new Job Role.	
<code>merge</code> (JobRole changeSet) Create or update a new or existing Job Role.	
<code>update</code> (JobRole changeSet) Update an existing Job Role.	

Operation Details**Operation: create****Signature**

`create` (JobRole changeSet)

Description

Create a new Job Role.

Parameters

Parameter Name	Description	Readonly
changeSet	The JobRole entity change set to create.	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature****merge** (JobRole changeSet)**Description**

Create or update a new or existing Job Role.

Parameters

Parameter Name	Description	Readonly
changeSet	The JobRole entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature****update** (JobRole changeSet)**Description**

Update an existing Job Role.

Parameters

Parameter Name	Description	Readonly
changeSet	The JobRole entity change set to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

MatrixManager**Description**

Connect import service for the [MatrixManager] entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>MatrixManager</code> changeSet) Create a new MatrixManager.	
<code>delete</code> (<code>MatrixManager</code> changeSet) Delete an [MatrixManager] entity.	10.0
<code>merge</code> (<code>MatrixManager</code> changeSet) Create or update a new or existing MatrixManager.	
<code>update</code> (<code>MatrixManager</code> changeSet) Update an existing MatrixManager.	

Operation Details

Operation: create

Signature

`create` (`MatrixManager` changeSet)

Description

Create a new MatrixManager.

Parameters

Parameter Name	Description	Readonly
changeSet	The MatrixManager entity change set to create	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`MatrixManager` changeSet)

Description

Delete an [MatrixManager] entity.

Parameters

Parameter Name	Description	Readonly
changeSet	The MatrixManager entity to delete	

Since

10.0

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge` ([MatrixManager](#) changeSet)

Description

Create or update a new or existing MatrixManager.

Parameters

Parameter Name	Description	Readonly
changeSet	The MatrixManager entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

`update` ([MatrixManager](#) changeSet)

Description

Update an existing MatrixManager.

Parameters

Parameter Name	Description	Readonly
changeSet	The MatrixManager entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

NominationPool

Description

Connect import service for the Pool entity.

Target Namespace

Operation Summary

Operation	Since
<code>delete</code> (<code>NominationPool</code> pool) Deletes the specified [Pool].	

Operation Details

Operation: delete

Signature

`delete` (`NominationPool` pool)

Description

Deletes the specified [Pool].

Parameters

Parameter Name	Description	Readonly
pool	the pool on which we remove the [PoolItem]s.	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Organization

Description

[OrganizationIntegrationService] Service used by the integration toolKit to synchronize Organizations.
Required Preparator: OLF

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (Organization organization, Integer sequence) Create a Organization. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
<code>createAndActivate</code> (Organization organization, Integer sequence) Create a Organization and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.	
<code>delete</code> (Organization organization, Organization reassignOrganization) Delete a Organization, reassigning all references to the provided alternate Organization.	
<code>merge</code> (Organization organization, Integer sequence) Create or update a Organization. See create and update operations for sequence value behavior.	
<code>mergeAndActivate</code> (Organization organization, Integer sequence) Create or update a Organization and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.	
<code>move</code> (Organization organization, Organization newParentOrganization) Move a Organization to the provided new parent.	
<code>update</code> (Organization organization, Integer sequence) Update a Organization. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	
<code>updateAndActivate</code> (Organization organization, Integer sequence) Update a Organization. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.	

Operation Details

Operation: create

Signature

create ([Organization](#) organization, [Integer](#) sequence)

Description

Create a Organization. The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: createAndActivate

Signature

createAndActivate ([Organization](#) organization, [Integer](#) sequence)

Description

Create a Organization and try to set status as ACTIVE. If creation failed set it to DRAFT The sequence value must be a positive value or [null] to indicate that no sequence should be used. The sequence value may also be zero (0), however this value is equivalent to [null] for a create operation.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create	
sequence	The sequence value	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

delete ([Organization](#) organization, [Organization](#) reassignOrganization)

Description

Delete a Organization, reassigning all references to the provided alternate Organization.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to delete	X
reassignOrganization	The alternate Organization	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([Organization](#) organization, [Integer](#) sequence)

Description

Create or update a Organization. See create and update operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: mergeAndActivate**Signature**

mergeAndActivate ([Organization](#) organization, [Integer](#) sequence)

Description

Create or update a Organization and try to save as ACTIVE. See createAndActivate and updateAndActivate operations for sequence value behavior.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create or update	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: move**Signature**

move ([Organization](#) organization, [Organization](#) newParentOrganization)

Description

Move a Organization to the provided new parent.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to move	X
newParentOrganization	The new parent Organization	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Organization](#) organization, [Integer](#) sequence)

Description

Update a Organization. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: updateAndActivate**Signature**

updateAndActivate ([Organization](#) organization, [Integer](#) sequence)

Description

Update a Organization. If status is DRAFT try to set to ACTIVE, if update failed set status back to DRAFT. The sequence value must be a positive value or [null] to indicate that the current sequence value should not be changed. The sequence value may also be zero (0), which removes any existing sequence value.

Parameters

Parameter Name	Description	Readonly
organization	The Organization to create	
sequence	The sequence value	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

PerformanceRatingValue

Description

Connect import service for the PerformanceRatingValue entity.

Target Namespace

Operation Summary

Operation	Since
<code>activate</code> (<code>PerformanceRatingValue</code> performanceRatingValue) Recover a inactive PerformanceRatingValue.	
<code>create</code> (<code>PerformanceRatingValue</code> changeSet) Create a new PerformanceRatingValue.	
<code>deactivate</code> (<code>PerformanceRatingValue</code> performanceRatingValue) Deactivate a PerformanceRatingValue.	
<code>merge</code> (<code>PerformanceRatingValue</code> changeSet) Create or update a new or existing PerformanceRatingValue.	
<code>update</code> (<code>PerformanceRatingValue</code> changeSet) Update an existing PerformanceRatingValue.	

Operation Details

Operation: activate

Signature

`activate` (`PerformanceRatingValue` performanceRatingValue)

Description

Recover a inactive PerformanceRatingValue.

Parameters

Parameter Name	Description	Readonly
performanceRatingValue	The PerformanceRatingValue to recover	x

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

create ([PerformanceRatingValue](#) changeSet)

Description

Create a new PerformanceRatingValue.

Parameters

Parameter Name	Description	Readonly
changeSet	The PerformanceRatingValue entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

deactivate ([PerformanceRatingValue](#) performanceRatingValue)

Description

Deactivate a PerformanceRatingValue.

Parameters

Parameter Name	Description	Readonly
performanceRatingValue	The PerformanceRatingValue to deactivate	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

merge ([PerformanceRatingValue](#) changeSet)

Description

Create or update a new or existing PerformanceRatingValue.

Parameters

Parameter Name	Description	Readonly
changeSet	The PerformanceRatingValue entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

update ([PerformanceRatingValue](#) changeSet)

Description

Update an existing PerformanceRatingValue.

Parameters

Parameter Name	Description	Readonly
changeSet	The PerformanceRatingValue entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

RoleAssignment

Description

[RegionalAssigneeImportService] Service used by the integration toolkit to manage RegionalAssignee.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>RoleAssignment</code> <code>roleAssignment</code>) Create a new RegionalAssignee.	
<code>delete</code> (<code>RoleAssignment</code> <code>roleAssignment</code>) Delete an existing RegionalAssignee.	
<code>merge</code> (<code>RoleAssignment</code> <code>roleAssignment</code>) Create or update a new or existing RegionalAssignee.	
<code>update</code> (<code>RoleAssignment</code> <code>roleAssignment</code>) Update an existing RegionalAssignee.	

Operation Details

Operation: create

Signature

`create` (`RoleAssignment` `roleAssignment`)

Description

Create a new RegionalAssignee.

Parameters

Parameter Name	Description	Readonly
<code>roleAssignment</code>		

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`RoleAssignment` `roleAssignment`)

Description

Delete an existing RegionalAssignee.

Parameters

Parameter Name	Description	Readonly
roleAssignment	The RegionalAssignee to delete	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge (RoleAssignment roleAssignment)`

Description

Create or update a new or existing RegionalAssignee.

Parameters

Parameter Name	Description	Readonly
roleAssignment	The RegionalAssignee to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

`update (RoleAssignment roleAssignment)`

Description

Update an existing RegionalAssignee.

Parameters

Parameter Name	Description	Readonly
roleAssignment	The RegionalAssignee to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

SalaryGrade

Description

Connect import service for the SalaryGrade entity.

Target Namespace

Operation Summary

Operation	Since
activate (SalaryGrade salaryGrade) Recover a inactive SalaryGrade.	
create (SalaryGrade changeSet) Create a new SalaryGrade.	
deactivate (SalaryGrade salaryGrade) Deactivate a SalaryGrade.	
merge (SalaryGrade changeSet) Create or update a new or existing SalaryGrade.	
update (SalaryGrade changeSet) Update an existing SalaryGrade.	

Operation Details

Operation: activate

Signature

activate ([SalaryGrade](#) salaryGrade)

Description

Recover a inactive SalaryGrade.

Parameters

Parameter Name	Description	Readonly
salaryGrade	The SalaryGrade to recover	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

create ([SalaryGrade](#) changeSet)

Description

Create a new SalaryGrade.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryGrade entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

deactivate ([SalaryGrade](#) salaryGrade)

Description

Deactivate a SalaryGrade.

Parameters

Parameter Name	Description	Readonly
salaryGrade	The SalaryGrade to deactivate	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([SalaryGrade](#) changeSet)

Description

Create or update a new or existing SalaryGrade.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryGrade entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([SalaryGrade](#) changeSet)

Description

Update an existing SalaryGrade.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryGrade entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

SalaryHistory

Description

Connect import service for the SalaryHistory entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (SalaryHistory changeSet) Create a new SalaryHistory.	
<code>delete</code> (SalaryHistory salaryHistory) Deletes the specified [SalaryHistory].	
<code>merge</code> (SalaryHistory changeSet) Create or update a new or existing SalaryHistory.	
<code>update</code> (SalaryHistory changeSet) Update an existing SalaryHistory.	

Operation Details

Operation: create

Signature

`create` ([SalaryHistory](#) changeSet)

Description

Create a new SalaryHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryHistory entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

`delete (SalaryHistory salaryHistory)`

Description

Deletes the specified [SalaryHistory].

Parameters

Parameter Name	Description	Readonly
salaryHistory	the EntityKey of the SalaryHistory to delete	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

`merge (SalaryHistory changeSet)`

Description

Create or update a new or existing SalaryHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryHistory entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

`update` ([SalaryHistory](#) changeSet)

Description

Update an existing SalaryHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The SalaryHistory entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

StockHistory

Description

Connect import service for the StockHistory entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>StockHistory</code> changeSet) Create a new StockHistory.	
<code>delete</code> (<code>StockHistory</code> stockHistory) Deletes the specified [StockHistory].	
<code>merge</code> (<code>StockHistory</code> changeSet) Create or update a new or existing StockHistory.	
<code>update</code> (<code>StockHistory</code> changeSet) Update an existing StockHistory.	

Operation Details

Operation: create

Signature

`create` (`StockHistory` changeSet)

Description

Create a new StockHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockHistory entity change set to create	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

`delete` (`StockHistory` stockHistory)

Description

Deletes the specified [StockHistory].

Parameters

Parameter Name	Description	Readonly
stockHistory	the EntityKey of the StockHistory to delete	x

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([StockHistory](#) changeSet)

Description

Create or update a new or existing StockHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockHistory entity change set to create or update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([StockHistory](#) changeSet)

Description

Update an existing StockHistory.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockHistory entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Stock

Description

Connect import service for the Stock entity.

Target Namespace

Operation Summary

Operation	Since
<code>create</code> (<code>Stock</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create a new Stock.	
<code>delete</code> (<code>Integer</code> internalId, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Deletes the specified [Stock].	
<code>merge</code> (<code>Stock</code> changeSet, <code>String</code> employeeId, <code>String</code> systemId, <code>String</code> cycleCode) Create or update a new or existing Stock.	
<code>update</code> (<code>Stock</code> changeSet) Update an existing Stock.	

Operation Details

Operation: create

Signature

`create` (`Stock` changeSet, `String` employeeId, `String` systemId, `String` cycleCode)

Description

Create a new Stock.

Parameters

Parameter Name	Description	Readonly
changeSet	The Stock entity change set to create	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete

Signature

delete ([Integer](#) internalId, [String](#) employeeId, [String](#) systemId, [String](#) cycleCode)

Description

Deletes the specified [Stock].

Parameters

Parameter Name	Description	Readonly
internalId	the internal id of the Stock	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode		

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge

Signature

merge ([Stock](#) changeSet, [String](#) employeeId, [String](#) systemId, [String](#) cycleCode)

Description

Create or update a new or existing Stock.

Parameters

Parameter Name	Description	Readonly
changeSet	The Stock entity change set to create or update	
employeeId	The Employee Id	
systemId	The ERP Id	
cycleCode	The compensation cycle	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update**Signature**

update ([Stock](#) changeSet)

Description

Update an existing Stock.

Parameters

Parameter Name	Description	Readonly
changeSet	The Stock entity change set to update	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

StockType**Description**

Connect import service for the StockType entity.

Target Namespace

Operation Summary

Operation	Since
activate (StockType stockType) Recover a inactive StockType.	
create (StockType changeSet) Create a new StockType.	
deactivate (StockType stockType) Deactivate a StockType.	
merge (StockType changeSet) Create or update a new or existing StockType.	
update (StockType changeSet) Update an existing StockType.	

Operation Details

Operation: activate

Signature

activate ([StockType](#) stockType)

Description

Recover a inactive StockType.

Parameters

Parameter Name	Description	Readonly
stockType	The StockTypeKey to recover	X

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create

Signature

create ([StockType](#) changeSet)

Description

Create a new StockType.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockType entity change set to create	

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: deactivate**Signature**

deactivate ([StockType](#) stockType)

Description

Deactivate a StockType.

Parameters

Parameter Name	Description	Readonly
stockType	The StockTypeKey to deactivate	X

Since**Returns**

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([StockType](#) changeSet)

Description

Create or update a new or existing StockType.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockType entity change set to create or update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: update

Signature

`update` ([StockType](#) changeSet)

Description

Update an existing StockType.

Parameters

Parameter Name	Description	Readonly
changeSet	The StockType entity change set to update	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

User

Description

[UserSynchronizationService] Service used by the integration toolkit to synchronize users

Target Namespace

<http://www.taleo.com/ws/so800/2009/01>

Operation Summary

Operation	Since
<code>addApprover</code> (<code>User</code> user, <code>User</code> userApprover, <code>Integer</code> sequence, <code>Boolean</code> isRequisition, <code>Boolean</code> isOffer)	800sp2
Add an approver to the User for either Requisition or Offer.	
<code>create</code> (<code>User</code> user, <code>String</code> password, <code>Boolean</code> forceChangePassword)	1.2
Called by the integration toolkit when we want to create a user in the synchronization process	
<code>delete</code> (<code>User</code> user)	1.2
Called by the integration toolkit when we want to delete a user in the synchronization process	
<code>merge</code> (<code>User</code> user, <code>String</code> password, <code>Boolean</code> forceChangePassword)	1.2
Called by the integration toolkit when we want to "merge" a user. This method redirects to create or update depending on the state of the entity.	
<code>recover</code> (<code>User</code> user)	1.2
Called by the integration toolkit when we want to recover a user.	
<code>removeApprover</code> (<code>User</code> user, <code>User</code> userApprover, <code>Boolean</code> isRequisition, <code>Boolean</code> isOffer)	
Removes an approver to the User for either Requisition or Offer.	
<code>sendLoginInformation</code> (<code>User</code> user, <code>Boolean</code> generatePassword)	11a
Send a user his login information. A new password can be generated.	
<code>update</code> (<code>User</code> user, <code>String</code> password, <code>Boolean</code> forceChangePassword)	1.2
Called by the integration toolkit when we want to update a user in the synchronization process	

Operation Details

Operation: addApprover

Signature

`addApprover` (`User` user, `User` userApprover, `Integer` sequence, `Boolean` isRequisition, `Boolean` isOffer)

Description

Add an approver to the User for either Requisition or Offer.

Parameters

Parameter Name	Description	ReadOnly
user	the User on which we add an approver.	x
userApprover	approver User to be added.	x
sequence	order in the list.	
isRequisition	indicates if the approver is to be added to the Requisition list of approvers.	
isOffer	indicates if the approver is to be added to the Offer list of approvers.	

Since

800sp2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: create**Signature**

create ([User](#) user, [String](#) password, [Boolean](#) forceChangePassword)

Description

Called by the integration toolkit when we want to create a user in the synchronization process

Parameters

Parameter Name	Description	Readonly
user	user that has been created. Not committed yet !	
password	User's password	
forceChangePassword	Flag to force change password at next login	

Since

1.2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: delete**Signature**

delete ([User](#) user)

Description

Called by the integration toolkit when we want to delete a user in the synchronization process

Parameters

Parameter Name	Description	Readonly
user	User to be deleted	X

Since

1.2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: merge**Signature**

merge ([User](#) user, [String](#) password, [Boolean](#) forceChangePassword)

Description

Called by the integration toolkit when we want to "merge" a user. This method redirects to create or update depending on the state of the entity.

Parameters

Parameter Name	Description	Readonly
user	User to be merged	
password	User's password	
forceChangePassword	Flag to force change password at next login	

Since

1.2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: recover**Signature**

recover ([User](#) user)

Description

Called by the integration toolkit when we want to recover a user.

Parameters

Parameter Name	Description	Readonly
user	User to be recovered	X

Since

1.2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

Operation: removeApprover

Signature

removeApprover (User user, User userApprover, Boolean isRequisition, Boolean isOffer)

Description

Removes an approver to the User for either Requisition or Offer.

Parameters

Parameter Name	Description	Readonly
user	the User on which we remove an approver.	X
userApprover	the approver User to be removed.	X
isRequisition	indicates if the approver is to be removed from the Requisition list of approvers.	
isOffer	indicates if the approver is to be removed from the Offer list of approvers.	

Since

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Operation: sendLoginInformation

Signature

sendLoginInformation (User user, Boolean generatePassword)

Description

Send a user his login information. A new password can be generated.

Parameters

Parameter Name	Description	Readonly
user	User to which the informations will be sent	
generatePassword	True if we need to generate a new password	

Since

11a

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields

of the target entity.

Operation: update

Signature

update (**User** user, **String** password, **Boolean** forceChangePassword)

Description

Called by the integration toolkit when we want to update a user in the synchronization process

Parameters

Parameter Name	Description	Readonly
user		
password	User's password	
forceChangePassword	Flag to force change password at next login	

Since

1.2

Returns

Record result serializer for standard operations (create, update, merge) that outputs some critical key fields of the target entity.

Web Services

Service Summary

The following table details the Web services available for this product. These services allow users to perform specific operations on the various business entities.

Service Name	Available Since
<i>Find</i> Provides services to export any kind of exposed Taleo entities. The export query is defined using the Selection Query (SQ) Language.	7.5

Service Details

Find

Description

Provides services to export any kind of exposed Taleo entities. The export query is defined using the Selection Query (SQ) Language.

Target Namespace

<http://www.taleo.com/ws/so800/2009/01/find>

WSDL

The following WSDL url must be localized to work on your application by replacing the "yourtaleozone" part with your host name.

<https://yourtaleozone.taleo.net/smartorg/soap?ServiceName=FindService&wsdl>

Operation Summary

Return Type	Operation	Available Since
base64Binary	exportCSVRows (String mappingVersion, sxmlQuery query, string2stringMap attributes) Method that exports the result of the query in the form of a CSV file. The result of the export will be sent back to the caller as an attachment. This method is also subject to complexity and daily export limits.	11

Return Type	Operation	Available Since
Entities	<p>findEntities(String mappingVersion, sqxmlQuery query, string2stringMap attributes)</p> <p>Methods that exports in Taleo XML (T-XML) complete entities from the specified mapping version given the specified SQ-XML query and the specified query attributes. As opposite to the findPartialEntities, this method does not allow partial projections, but will return all the projections available for the specified entity. Note that the amount of returned entities is limited by day and by export request. If more entities than the actual export request limit (by default: 200) is anticipated, make use of the pagination attributes, that allows to retrieve entities by batch. For more details about the actual limits and the pagination attributes, refer to the API User's Guide or contact your Customer Representative.</p>	7.5
Entities	<p>findPartialEntities(String mappingVersion, sqxmlQuery query, string2stringMap attributes)</p> <p>Methods that exports in Taleo XML (T-XML) partial entities from the specified mapping version given the specified SQ-XML query and the specified query attributes. As opposite to the findEntities, which returns all projections available for the specified entity, this method will return only the projections specified in the query. This method can be used to generate more complex query requests than the findEntities() method. Note that the complexity of the request and the amount of returned entities is limited by day and by export request. If more entities than the actual export request limit (by default: 200) is anticipated, make use of the pagination attributes, that allows to retrieve entities by batch. For more details about the actual limits and the pagination attributes, refer to the API User's Guide or contact your Customer Representative.</p>	7.5

Operation Details

exportCSVRows

Signature

base64Binary **exportCSVRows** (String mappingVersion, sqxmlQuery query, string2stringMap attributes)

Description

Method that exports the result of the query in the form of a CSV file. The result of the export will be sent back to the caller as an attachment. This method is also subject to complexity and daily export limits.

Parameters

Parameter Name	Description
mappingVersion	The mapping version to use for the export request
query	The export query to run (containing the list of projections to export)
attributes	A map of export attributes that will be consumed by the export service

Available Since

11

Returns

findEntities

Signature

Entities **findEntities** (`String` mappingVersion, `sqxmlQuery` query, `string2stringMap` attributes)

Description

Methods that exports in Taleo XML (T-XML) complete entities from the specified mapping version given the specified SQ-XML query and the specified query attributes. As opposite to the `findPartialEntities`, this method does not allow partial projections, but will return all the projections available for the specified entity. Note that the amount of returned entities is limited by day and by export request. If more entities than the actual export request limit (by default: 200) is anticipated, make use of the pagination attributes, that allows to retrieve entities by batch. For more details about the actual limits and the pagination attributes, refer to the API User's Guide or contact your Customer Representative.

Parameters

Parameter Name	Description
mappingVersion	The mapping version to use to lookup the entities definitions
query	The Selection query, specifying which entity type to export
attributes	The attributes or parameters to apply to the selection query. Each entry specifies the name and the value of the attribute to set. The following attributes applies for pagination purposes: "pagingsize" (specifies how many record to export by page, max. and default value of 200), "pagingindex" (specifies to return the n-th page of a the specified query, default to the first page), "maxrecordcount" (specifies the maximum number of entities to return, max. and default value of 200)

Available Since

7.5

Returns

A list of Entities of the type specified in the selection query

findPartialEntities

Signature

Entities **findPartialEntities** (`String` mappingVersion, `sqxmlQuery` query, `string2stringMap` attributes)

Description

Methods that exports in Taleo XML (T-XML) partial entities from the specified mapping version given the specified SQ-XML query and the specified query attributes. As opposite to the `findEntities`, which returns all projections available for the specified entity, this method will return only the projections specified in the query. This method can be used to generate more complex query requests than the `findEntities()` method. Note that the complexity of the request and the amount of returned entities is limited by day and by export request. If more entities than the actual export request limit (by default: 200) is anticipated, make use of the pagination attributes, that allows to retrieve entities by batch. For more details about the actual limits and the pagination attributes, refer to the API User's Guide or contact your Customer Representative.

Parameters

Parameter Name	Description
mappingVersion	The mapping version to use to lookup the entities definitions
query	The Selection query, specifying which entity type and which fields to export
attributes	The attributes or parameters to apply to the selection query. Each entry specifies the name and the value of the attribute to set. The following attributes applies for pagination purposes: "pagesize" (specifies how many record to export by page, max. and default value of 200), "pagingindex" (specifies to return the n-th page of a the specified query, default to the first page), "maxrecordcount" (specifies the maximum number of entities to return, max. and default value of 200)

Available Since

7.5

Returns

A list of Entities of the type specified in the selection query



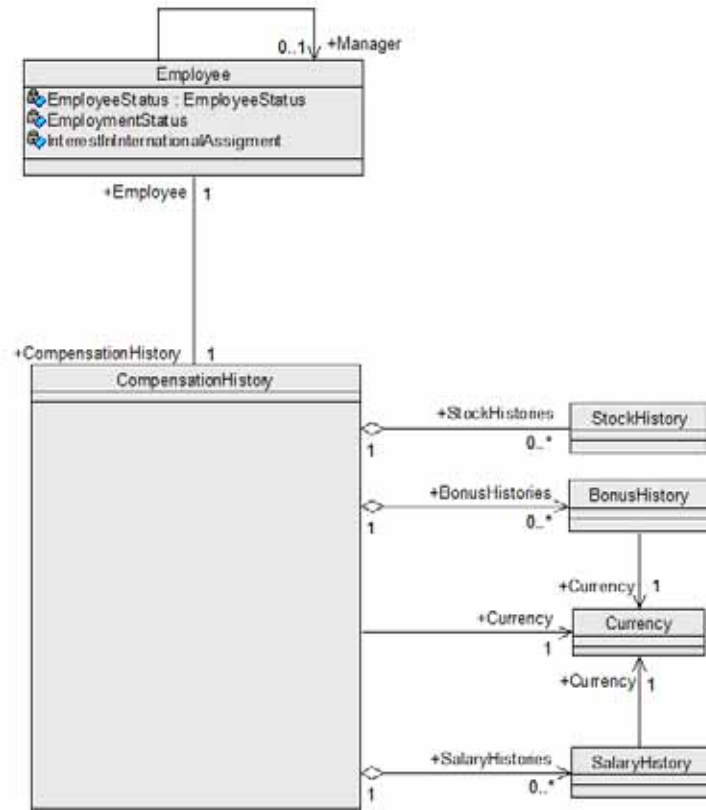
Entity Diagrams

CompensationHistory

Description

This diagram displays the CompensationHistory entity with its relations.

Diagram

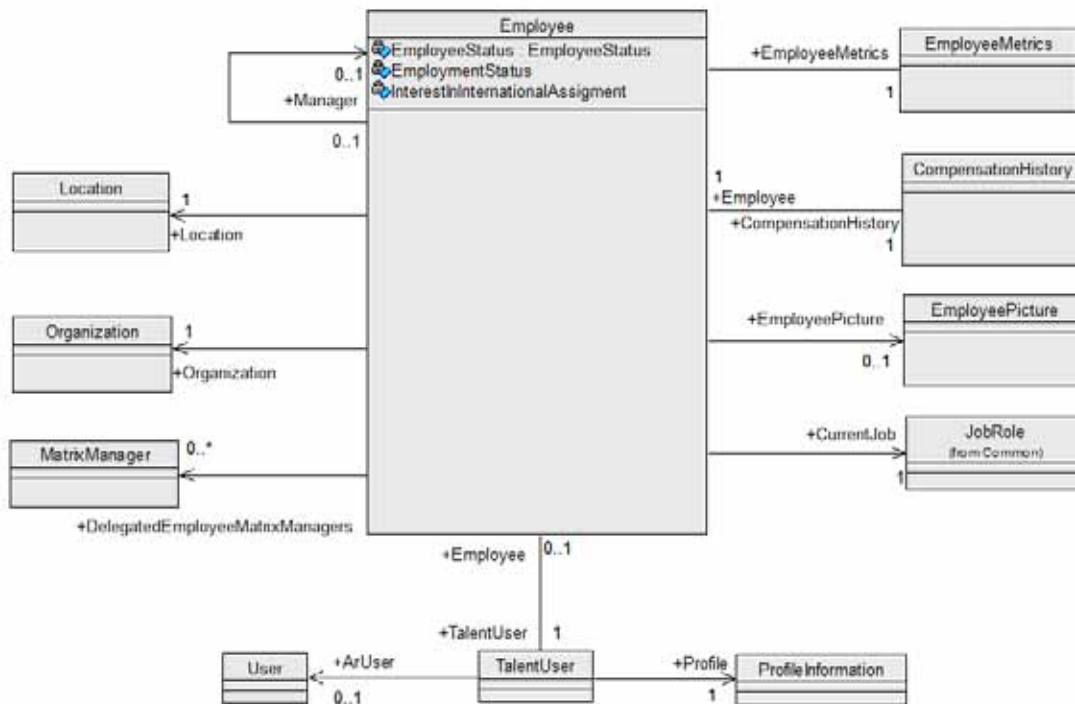


Employee

Description

This diagram displays the Employee entity with its relations.

Diagram

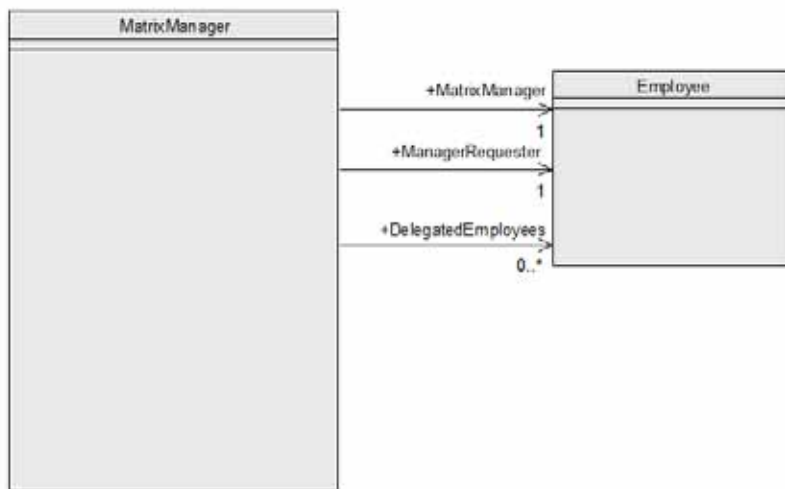


EmployeeMatrixManager

Description

This diagram displays the MatrixManager entity with its relations.

Diagram

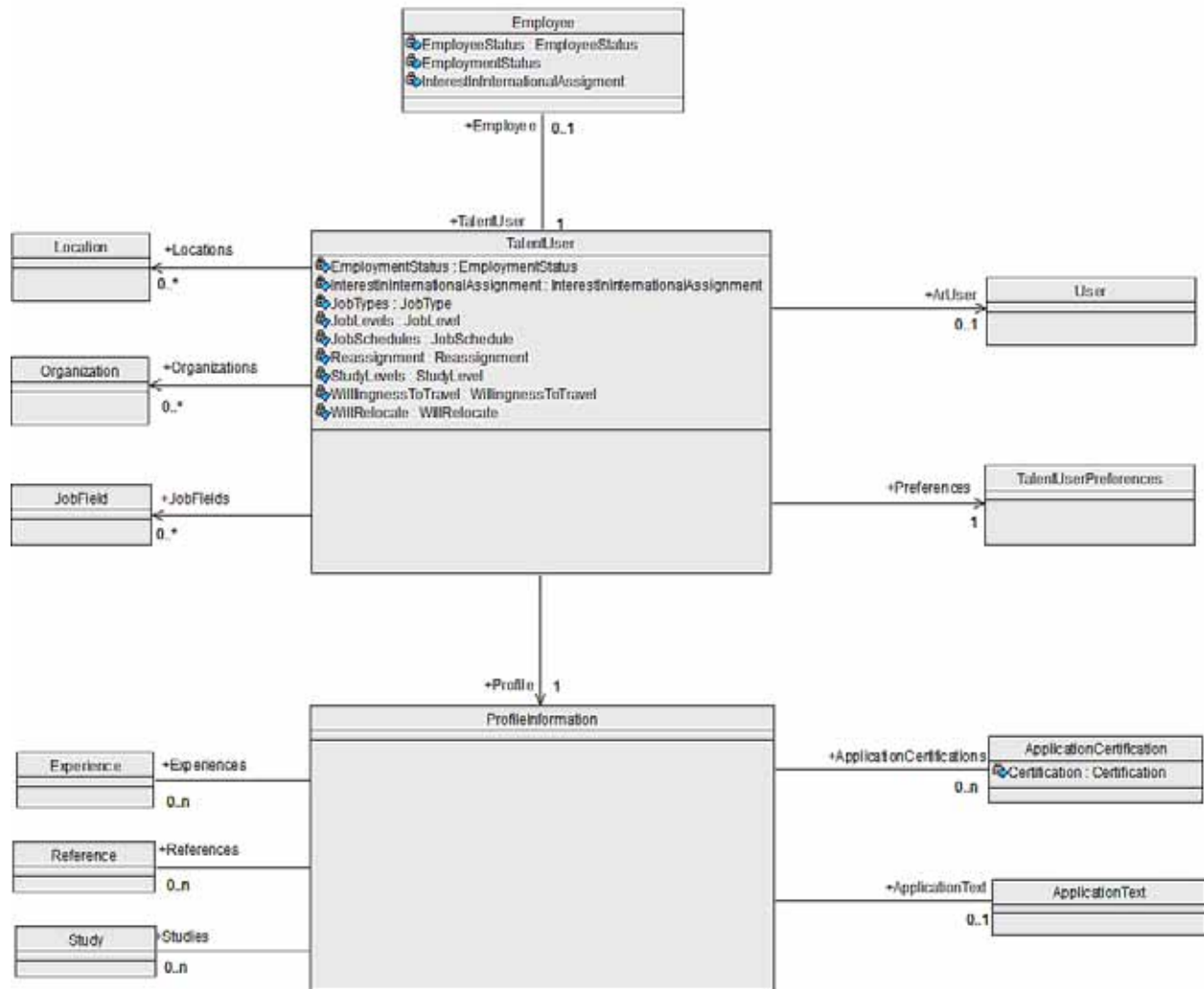


EmployeeProfile

Description

This diagram displays the Employee Profile entity with its relations.

Diagram

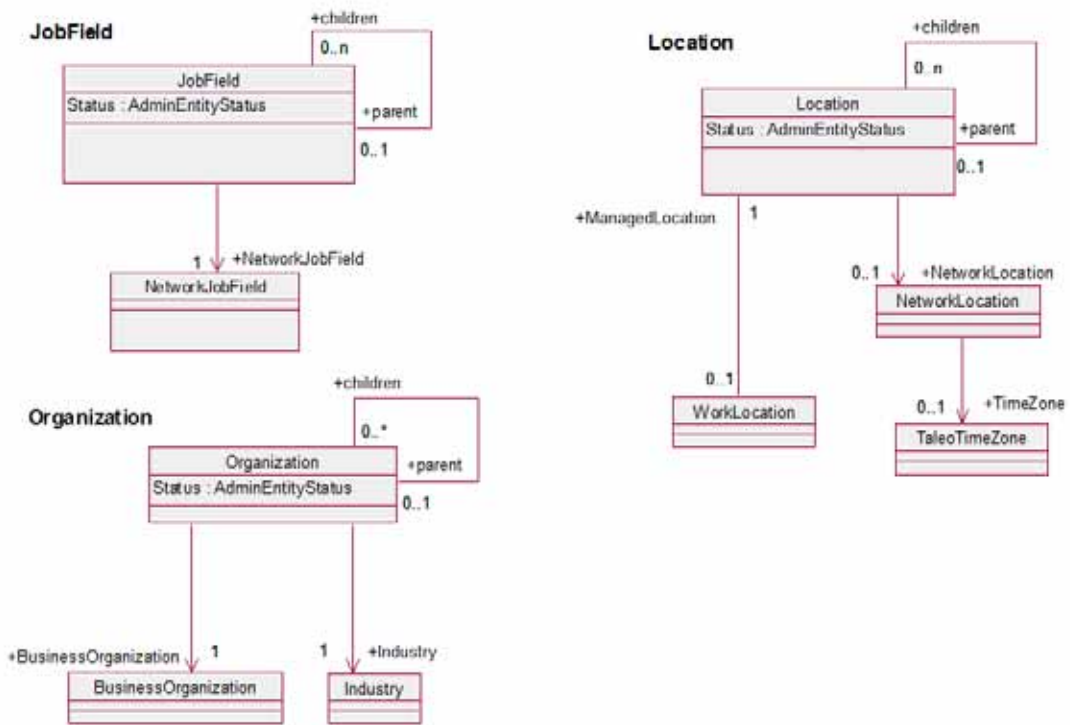


OLF

Description

This diagram displays the Organization-Location-JobField entities with their relations.

Diagram

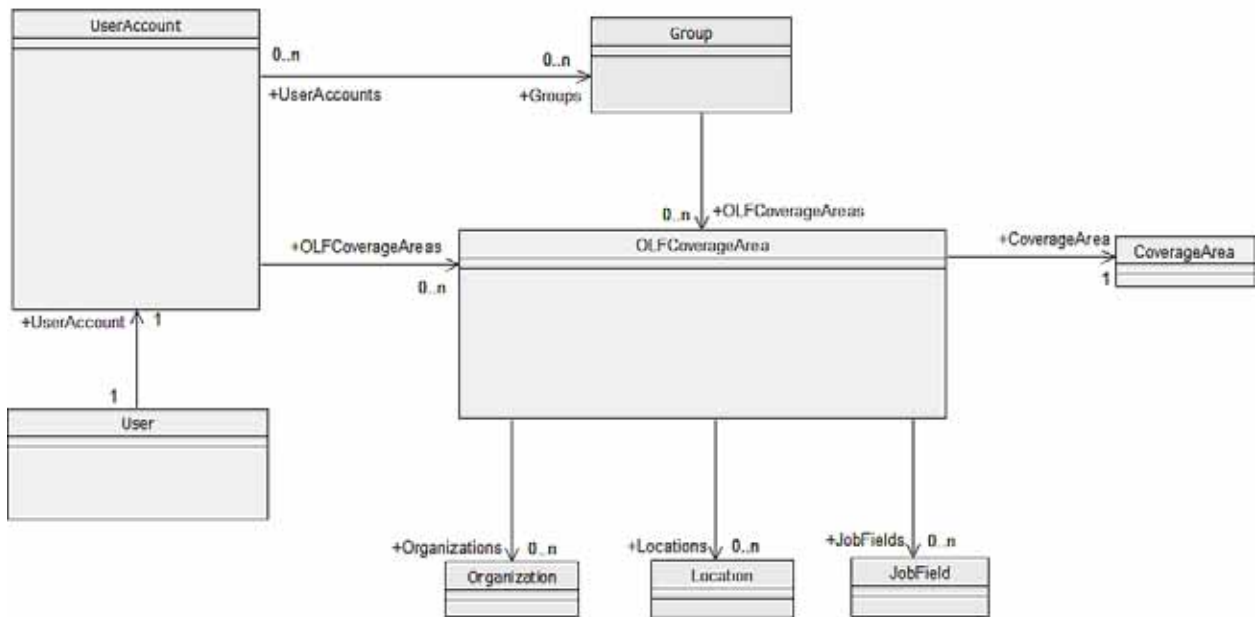


OLFGroup

Description

This diagram displays the OLFGroup entity with its relations.

Diagram

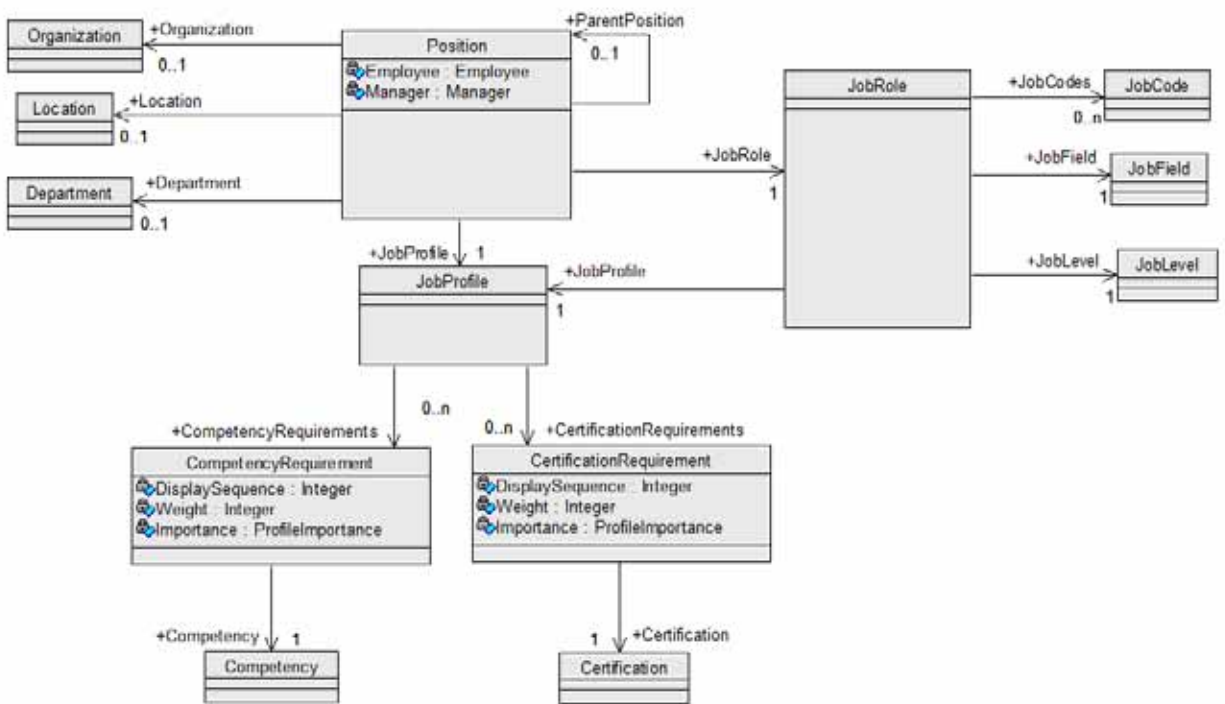


Position

Description

This diagram displays the Position entity with its relations.

Diagram

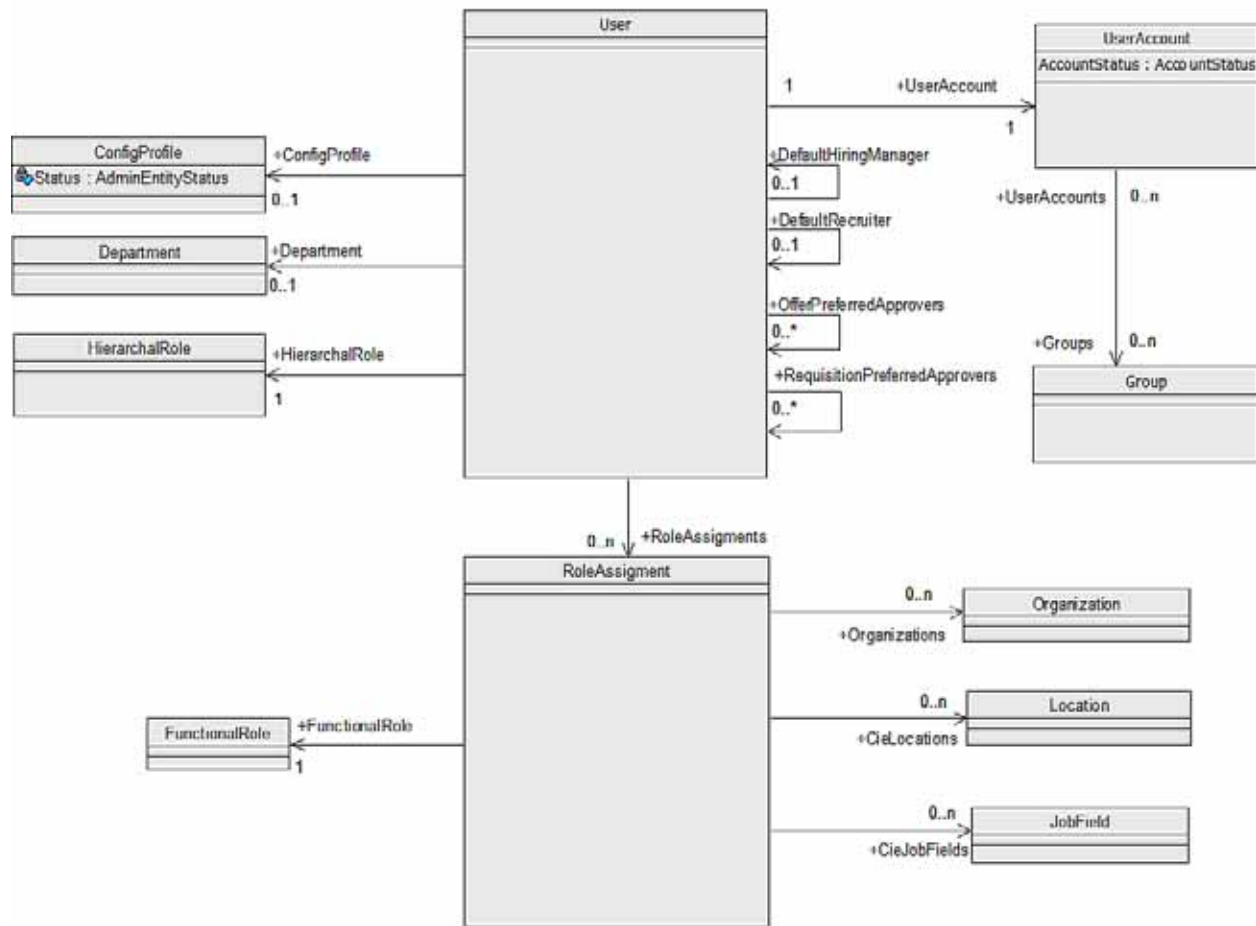


User

Description

This diagram displays the User entity with its relations.

Diagram





Entities

Summary

Overview

This section provides an overview of all the entities available for this application. For a complete detailed description of each entity, refer to the entity-specific section by clicking the link in the Entity Name column.

Entity Table

Entity Name	Description	Export	Import	Search	Create	Update
AbstractCompensationAmount	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
AbstractCompensationElement	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X			X	X
AccountStatus	The user account status lookup. Values are: 1-active; 2-inactive; 3-locked; 4-deleted; 5-expired	X		X		
AdminEntityStatus	Administration entity status	X		X		
ApplicationCertification	Application certifications are the certifications that the candidate has entered in the context of the application.	X		X	X	X
ApplicationMedium	This entity is a lookup containing the information on how did we learn about the candidate for a specific application.	X		X		
ApplicationText	Contains all the text datas that a candidate can provide. It contains datas Like the cover letter, pasted resume, career objectives and additional Informations. RemoveCheckOnDelete=true)	X		X	X	X
BaseAdminEntity	Base class for all administrable entities.	X		X	X	X
BaseComposite	Generic entity to provide a tree structure data	X		X	X	X
BaseCompositeSequence	Generic entity to provide a way to personalize sorting of the tree structure elements	X				
BaseEditableDatabaseLookup		X		X		
BaseEditableResourceLookup		X		X		
BaseHierarchy	BaseHierarchy is an abstract class providing an hierarchical tree structure.	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
BaseJobField	Abstract class representing the common attributes and relations of a Job Field.	X		X	X	X
BaseLocation	Abstract class representing a geographical location.	X		X	X	X
BaseMultilingualAdminEntity	This class serves as a common ancestor for all multilingual, administrable Entities. It defines fields and methods that should be common across all those Entities.	X		X	X	X
BaseMultilingualEntity	This class serves as a common ancestor for all multilingual entities. It Defines fields and methods that should be common across all those entities.	X		X	X	X
BasePay	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
BasePool	BasePool is the generic definition of an extensible and reusable solution. A pool identifies a list of items (Persons, Candidates, Employees, Goals, Requisitions, etc) and provides actions on it. Assign development activities, match pool members to requisitions, plan and forecast resources availability are some examples of usages of pools.	X		X	X	X
BaseRole	The role represent the role of an actor; it can be a system role or a user Defined role.	X		X	X	X
Bonus	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
BonusHistory	This class represent the Employee bonus historical data If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".	X		X	X	X
Budget	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
BudgetType	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
BusinessOrganization	<p>A business organization is a unit of the company. It has a common set of goals within a business plan. A business organization is an aggregated view of the HR organization structure.</p> <p>In some cases, the business organization structure may be the exact replica of the HR organization structure.</p> <p>Structure should be limited to 2 or 3 levels to keep it simple.</p> <p>Business unit Division</p>	X		X	X	X
BusinessOrganizationLevel	Business Organization specific level.	X		X	X	X
BusinessOrganizationSequence	Business organization specific sequence.	X		X	X	X
Certification	<p>A certification is one element that defines the talent profile of a candidate or employee. The notion of certification refers to an official recognition of skills and knowledge in a specific area. A certification is emitted by an authorized provider.</p> <p>All certifications are defined in the standard Taleo library - it is not possible for customers to add new elements. However, customers can activate/deactivate elements.</p>	X		X		X
CertificationRequirement	A required or asset certification.	X			X	X
CieEmployer	This entity represents an employer where a candidate acquired work experience.	X		X		X
CieInstitution	This entity represents a place designated for learning. It is the educational institution where people learn specific knowledge.	X		X		X
CieProgram	This entity represents an educational program. It's a field of study. For example: Information Technology, Journalism, Political Science, etc...	X		X		X
CompensationCycle	<p>FOR TALEO INTERNAL USE ONLY</p> <p>This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.</p>	X		X	X	X
CompensationHistory	<p>The Employee's current compensation data. Each employee can have only one record that contains his latest compensation data. Without this record, no other history data can be added (bonus, salary or stock).</p> <p>If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".</p>	X		X	X	X
Competency	<p>A competency is knowledge, a skill or an ability. Competencies are contained in</p> <p>The Taleo Competencies List.</p>	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
CompetencyCategory	A competency category is a way for classifying competencies. Competencies are mainly used for filtering purposes. A competency can be associated to many Categories.	X		X	X	X
CompetencyDefinition	A Competency Definition provides a specific description for an associated Context. It overrides the default competency description when the competency is Used within a specific context.	X		X	X	X
CompetencyDefinitionContext		X		X	X	X
CompetencyGroup	A competency group is a way for classifying competencies. Groups are mainly Used for filtering and display grouping purposes. A competency can be Associated to one group.	X		X	X	X
CompetencyProvider	A competency provider owns a library of competencies and other related content that can be used by the client.	X		X		
CompetencyRequirement	A required or asset competency.	X			X	X
CompetencyType	Competency types provide a way to group and organize competencies. There are three types of competencies: job specific, language, and behavioral competencies.	X		X		
ConfigProfile	Represents the base configuration for a specific user profile; settings shared between users	X		X		
ConfigurableLookup		X		X	X	X
ConfigurableMetric	This class is a lookup class that define all the possible values for the employee configurable metrics available in the system. The type specified the kind of metric we are dealing with. The description can be edited by the user, the user can add or remove an image associated to a possible choice of values. The possible values can be activated or de-activated.	X		X	X	X
CoverageArea	Coverage area is the base entity used to grant access based on dimensions (O, L, F)	X		X	X	X
Currency	This entity is a lookup representing a form of money that is in public Circulation.	X		X		
CustomSelection	Represents a user-defined selection in akirax	X		X	X	X
CustomSelectionElement	This entity represents an element of a custom-made selection. The description of this element is stored in TextTool resources.	X		X	X	X
CustomSelectionUsage	This entity links a selection to a metafield that uses it. The metafield is usually a custom field created by the client.	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
DatabaseLookup	Base entity type for all database lookup entities in this model.	X		X		
DeletedEntityLog	This entity is used as a log container for entities that are tracked for their deletion. Such entities will generate entries in this entity when they are deleted. See DeletedEntityType for the tracked entity types.	X		X		
DeletedEntityType	Types of entities that generates log entries on deletion. RemoveCheckOnUpdateFields=true)	X		X		
Department	Class that represents a department of the company.	X	X	X	X	X
DistanceMeasureUnit	This lookup entity represents a measurement Unit. For example: Kilometers or Miles.	X		X		
DistanceMeasurementUnits	The distance measurements lookup. Values are: 1-kilometers; 2-Miles	X		X		
Employee	An employee is the top-level object representing an employee. At this level, The information is distinct from the other possible types of talent users (candidate and contact). Only employee specific information is contained in this object (as described in The field/relations below). Most of the overall person information is Contained in the related TalentUser and User objects.	X		X	X	X
EmployeeCompensation	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
EmployeeCompensationStatus	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
EmployeeCompensationType	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
EmployeeMetrics	The employee metrics contains valuable and sensitive information regarding an Employee.	X		X	X	X
EmployeePicture	The employee picture contains an image of the likeness of the employee. Currently only the JPG format is supported and the size must be small.	X		X	X	X
EmployeePotential	The potential of the employee to be promoted to another job or position.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
EmployeeRiskOfLoss	The risk of losing this employee to an internal transfer or an external company.	X		X		
EmployeeStatus	The current employment status of the employee.	X		X		
EmploymentStatus	Employee Status lookup values. It determines the desired person's employment status.	X		X		
Entity	Base entity type for all entities in this model.	X		X	X	X
Experience	This entity represents an experience that a person has working, or working in a Specific field or occupation. (removeCheckOnCreate=true,removeCheckOnRead=true, removeCheckOnUpdate=true, RemoveCheckOnDelete=true)	X		X	X	X
FieldCardinality	This entity defines how many values a custom field may contain.	X		X	X	X
FieldDomain	This entity defines the data types a custom field may contain.	X		X	X	X
FunctionalDomain	Functional Domains are used to classify Functional Permissions	X		X		
FunctionalRole	The user defined role represent a role that is created and modified by the user. This role can have a regional assignee. The user defined role must have a default assignee to fall back when no other user can be resolved.	X		X	X	X
Group	Group entity that defines a set of users	X		X	X	X
HierarchicalRole	The Hierarchical role represent a role hierarchy within a business. This role is assigned to users. There can be one and only one parent of the role in the hierarchy..	X		X	X	X
HireType	HireType This lookup entity indicates the hire type used (Professional, Hourly, Campus, etc.).	X		X		
IncreaseType	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
Industry	Class that represents the Taleo Reference Industry	X		X		
InfoFeeder	This lookup entity indicates who has feed the information about a candidate (Recruiter, Agent, ...)	X		X		
IntegrationCustomField	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
InterestInternationalAssignment	Interest International Assignment lookup values. It determines the level of interest for a person in being relocated internationally.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
JobCode	Job codes are meant as a convenience way to map several customer job codes to One defined in Taleo. This concept is optional and mainly for use for system to system integration. Job codes are only available for management through the Connect interface.	X		X	X	X
JobField	Class that represents company-specific Job Fields. This is the list of company employment domains, with a hierarchical view.	X		X	X	X
JobFieldLevel	Company JobField specific level	X		X	X	X
JobFieldSequence	Company JobField specific sequence	X		X	X	X
JobLevel	Job Level lookup values. It determines the available job levels in the system.	X		X		
JobProfile	The job profile that specifies the requirements to execute a job.	X			X	X
JobProfileRequirement	A specific requirement for a job profile	X			X	X
JobRole	A job role is a generic definition of job that applies to all employees - as Opposed to a position, which is a specific instance of a job. Actually, a Position can be defined as a job role joined to an organization and a location. A job role has a code, name and definition for documentation purposes and also Supports the concept of a job profile that specifies the requirements to Execute the job.	X		X	X	X
JobRoleDefinition	A job role has a code, name and definition for documentation purposes	X			X	X
JobSchedule	Job Schedule lookup values. It determines the available job schedule types in the system.	X		X		
JobShift	Job Shift lookup values. It determines the available job shifts in the system.	X		X		
JobType	Job Type lookup values. It determines the available job types in the system.	X		X		
Language	This entity represent a language that is supported by our applications.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
Location	Class that represents a company"s specific location. A company location represents a geographical region. Only locations that are Useful to the company are present in this structure. Location is used in the Application to define a country; it could also define a State (or province), a Region and a city. It usually describes locations where activities happen Within the company. As far as country, state and region are concerned, they Should be a subset of the reference location structure.	X		X	X	X
LocationLevel	Company location specific level	X		X	X	X
LocationSequence	Company Location specific sequence	X		X	X	X
Lookup	Base entity type for all lookup entities in this model.	X		X		
MatrixManager	MatrixManager determines the relationship between an employee and an external Manager. Usually, matrix managers are people requested by the employee's direct Manager to have access to one or more of his employees. It usually takes place During a delegation or temporary replacement of management responsibilities. A Matrix manager is also known as a proxy.	X	X	X	X	X
MetricType	This class is a lookup class that define all the possible employee metric types available in the system. For now the types are sourced by Taleo only.	X		X		
NetworkJobField	Class that represents network Job Field. This is the list of employment domains, with a hierarchical view.	X		X	X	X
NetworkJobFieldLevel	Network JobField specific level	X		X	X	X
NetworkJobFieldSequence	Network JobField specific sequence	X		X	X	X
NetworkLocation	Class that represents a network-specific location. Taleo locations are a list of locations from around the world. They are usually used to generate the locations of a company, and they are also used in the Career Section to help a candidate select the actual location. They also represent the location used to do a posting, since posting is often done based on a "region" (which is less detailed than the city used in Location). The reference location structure has 3 levels: country, province/state and region.	X		X	X	X
NetworkLocationLevel	Network location specific level	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
NetworkLocationSequence	Network Location specific sequence	X		X	X	X
NominationPool	A nomination pool is a list of people (nominees) that have been suggested as potential incumbents for a specific position. Access to the nomination pool is usually limited to the owner who is also the position's manager. However, there is no restriction to who can nominate a person.	X		X	X	X
OLFCoverageArea	Regroupment of Organization(s), Location(s) and JobField(s)	X		X	X	X
Organization	Class that represents a company-specific Organization. It describes the divisional structure of the company. This includes, but is not restricted to, company, location, division, area, department and workgroup.	X		X	X	X
OrganizationLevel	Organization specific level	X		X	X	X
OrganizationSequence	Organization specific sequence	X		X	X	X
Origin	Object origin entity Determines the origin of an entity.	X		X		
PerformanceRatingValue	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X			X	X
PhoneType	This class is a lookup that display the phone type. I.e Home Phone, Work Phone, etc.	X		X		
Position	A position is an occurrence of a Job Role. It can also be represented by the Chair. Positions are hierarchical. It defines the business employee structure. Typically, the topmost positions are managed by HR team in the system. Other Positions can be managed by managers.	X		X	X	X
Profile	The profile is the set of information describing the person At a professional and educational level. The profile is not related to any Specific job posting.	X		X	X	X
ProfileImportance	The relative importance of a profile element.	X		X		
ProfileInformation	Application is the centerpiece of the selection process. All actions and events are based and take place on the application. An application is created as soon as a candidate is matched to a requisition, whatever the way (mail application, use of career section, automatic match, reference).	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
RaterType	Rater type lookup values. The rater type determines who has provided the competency answer.	X		X		
RatingDimension	A rating dimension offers a scale of values to select from to evaluate a Competency or goal. The rating dimension type determines the usage pattern of this part of the Evaluation.	X		X	X	X
RatingDimensionType	The rating dimension type determines the usage pattern of this part of the evaluation. The types LEVEL, INTEREST, EXPERIENCE and LAST_USED represent the dimensions also used in the recruiting product and candidate profiles. The SCORE dimension is the one mainly used in the Performance Management product for performance reviews.	X		X		
RatingModel	A rating model is a set of rating dimensions each representing an aspect of the Evaluation. A rating model is used to evaluate a business item, typically a Competency but other uses are supported.	X		X	X	X
RatingModelDimension	A rating model is defined by a set of rating dimensions each representing an aspect of the evaluation. The rating model dimension lists the rating dimensions associated to a rating model.	X			X	X
RatingValue	The rating value is a qualitative and quantitative (numerical) way of Describing an evaluation state on a rating dimension scale.	X		X	X	X
Reassignment	Reassignment lookup values. It determines the level of readiness for a person in being assigned for a different job.	X		X		
RecruitmentSourceVisibility	This class define the visibility associated with recruitment source.	X		X		
Reference	Minimal information enabling to identify or reach a person. A reference can be a person a supervisor or boss in the case of work experience.	X			X	X
ReferenceType	This class define the type of reference the candidate can have. I.e Personal, Occupational, etc	X		X		
RequiredLanguages	Indicates which languages are required to be filled for a user defined selection. This value can be one of: both content and webtop languages, or webtop languages only.	X		X		
RequirementValue	The specific value for a rated requirement	X			X	X
ResourceLookup	Base entity type for all resource based lookup entities in this model.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
Role	A role in an application	X		X	X	X
RoleAssignment	The regional assigne represent a user map on a userdefined role.	X		X	X	X
SalaryGrade	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
SalaryHistory	This class represent the Employee salary historical data. If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".	X		X	X	X
Stock	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
StockHistory	This class represent the Employee stock historical data. If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".	X		X	X	X
StockType	FOR TALEO INTERNAL USE ONLY This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.	X		X	X	X
StructureLevel	Generic entity to provide specification of the different levels of any tree structure	X		X	X	X
Study	This entity represents a part of candidate's resume. It describes one of His/her educational degree and history. (removeCheckOnCreate=true,removeCheckOnRead=true, removeCheckOnUpdate=true, RemoveCheckOnDelete=true)	X		X	X	X
StudyLevel	Study Level lookup values. It determines the education levels a person has or intends to reach.	X		X		
SubCompetency	A sub-competency is a constituent element of a competency. It describes a Competency with more granularity.	X			X	X
TalentCompetency	The talent competency determines the set of answers provided for a competency. A competency can be rated on many dimensions.	X		X	X	X
TalentCompetencyValue	The talent competency value represents one answer provided for a competency.	X		X	X	X

Entity Name	Description	Export	Import	Search	Create	Update
TalentUser	The talent user is the common person information layer. A person can be a Candidate, an employee, a contact, or any combination of these types. The talent user also contains a part of the person's profile and job Preferences. Remaining part of the profile is found via the profile Relationship. RemoveCheckOnCreate=true)	X		X	X	X
TalentUserPreferences	Represents the preferences that the candidate can configure from the Career Site. The candidate selects the values that fit him best and save them in the database via this entity. These preferences are later checked by the process that must take them into account. For example, the "sendApplicationAcknowledgement" attribute must be checked to determine if the related corresponding must be sent to a candidate.	X	X	X	X	X
TaleoTimeZone	Timezone accordingly to the meridian you are living	X		X		
TypeOfInstitution	This entity is a lookup representing the list of possible type of institution: for example: University, College, school, etc.,,	X		X		
UDSElement	The UDSElement entity models user-defined selection elements. A selection element is a possible value of the selection (discrete value). A selection element may then be used as a UDF (user-defined field) value.	X		X	X	X
User	The user is the entity that defines a system user with his information	X	X	X	X	X
UserAccount	The userAccount is the authentication entity that defines a system user	X		X	X	X
UserDefinedSelection	The UserDefinedSelection entity models user-defined selections. A selection (domain of discrete values) may then be used to define user-defined fields.	X	X	X	X	X
UserType	User Roles are sets of Functional Permissions that can be attributed to Users.	X	X	X	X	X
WillRelocate	Will Relocate lookup values. It determines the level of interest for a person in being relocated.	X		X		
WillingnessToTravel	Will Travel lookup values. It determines the person's likeliness to travel.	X		X		
WorkItem	A work item represents a task that is assigned to a user of the Taleo system.	X				
WorkItemCategory	Defines categories in which work items can be classified. Currently two categories exist: Assignable and Automatic.	X		X		

Entity Name	Description	Export	Import	Search	Create	Update
WorkItemState	<p>Defines states in which a work item can be. There are currently two possible states.</p> <p>Active, which indicates that the workitem is ready to be read and realized. This is the initial status. The second state is On Hold, which suspends a work item.</p> <p>For example, when a requisition is put on hold, all its related workitems are automatically put on hold. They are resumed as soon as the requisition is resumed.</p>	X		X		
WorkItemType	<p>Defines the kinds of work items that exist in the Taleo system. Each type of work item is also associated to a category.</p>	X		X		
WorkLocation	<p>Represent the Work Location of the latest location level</p>	X		X	X	X

AbstractCompensationAmount

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	AbstractCompensationElement
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Amount	Float	Amount in the Employer/Company/Organization Currency	X		X	X
AmountLocal	Float	Amount in the Employee Currency	X		X	X
BudgetAmount	Float	Budget Amount in the Employer/Company/Organization Currency	X		X	X
BudgetAmountLocal	Float	Budget Amount in the Employee Currency	X		X	X
BudgetPercent	Float	Budget Percent	X		X	X
Eligibility	Boolean	Eligibility	X		X	X
EligibleWages	Float	Eligible Wages in the Employer/Company/Organization Currency	X		X	X
EligibleWagesLocal	Float	Eligible Wages in the Employee Currency	X		X	X
GuidelineMaximumAmount	Float	Guideline Maximum Amount in the Employer/Company/Organization Currency	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
GuidelineMaximumAmountLocal	Float	Guideline Maximum Amount in the Employee Currency	X		X	X
GuidelineMaximumPercent	Float	Guideline Maximum Percent	X		X	X
GuidelineMidpointAmount	Float	Guideline Midpoint Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMidpointAmountLocal	Float	Guideline Midpoint Amount in the Employee Currency	X		X	X
GuidelineMidpointPercent	Float	Guideline Midpoint Percent	X		X	X
GuidelineMinimumAmount	Float	Guideline Minimum Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMinimumAmountLocal	Float	Guideline Minimum Amount in the Employee Currency	X		X	X
GuidelineMinimumPercent	Float	Guideline Minimum Percent	X		X	X
InternalId	Integer	The internal id of the compensation element. Used to easily find a given element.	X	X	X	
Percent	Float	Percent	X		X	X

Field Details

Field: Amount

Description

Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: AmountLocal

Description

Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: BudgetAmount

Description

Budget Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetAmountLocal

Description

Budget Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetPercent

Description

Budget Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Eligibility

Description

Eligibility.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: EligibleWages

Description

Eligible Wages in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: EligibleWagesLocal

Description

Eligible Wages in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmount

Description

Guideline Maximum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmountLocal

Description

Guideline Maximum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumPercent

Description

Guideline Maximum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMidpointAmount

Description

Guideline Midpoint Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointAmountLocal

Description

Guideline Midpoint Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointPercent

Description

Guideline Midpoint Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMinimumAmount

Description

Guideline Minimum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumAmountLocal

Description

Guideline Minimum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumPercent

Description

Guideline Minimum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: InternalId

Description

The internal id of the compensation element. Used to easily find a given element.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Percent

Description

Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

AbstractCompensationElement

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
BudgetAmount	Float	Budget Amount in the Employer/Company/Organization Currency	X		X	X
BudgetAmountLocal	Float	Budget Amount in the Employee Currency	X		X	X
BudgetPercent	Float	Budget Percent	X		X	X
Eligibility	Boolean	Eligibility	X		X	X
GuidelineMaximumAmount	Float	Guideline Maximum Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMaximumAmountLocal	Float	Guideline Maximum Amount in the Employee Currency	X		X	X
GuidelineMaximumPercent	Float	Guideline Maximum Percent	X		X	X
GuidelineMidpointAmount	Float	Guideline Midpoint Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMidpointAmountLocal	Float	Guideline Midpoint Amount in the Employee Currency	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
GuidelineMidpointPercent	Float	Guideline Midpoint Percent	X		X	X
GuidelineMinimumAmount	Float	Guideline Minimum Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMinimumAmount Local	Float	Guideline Minimum Amount in the Employee Currency	X		X	X
GuidelineMinimumPercent	Float	Guideline Minimum Percent	X		X	X
InternalId	Integer	The internal id of the compensation element. Used to easily find a given element.	X	X	X	

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Budget	Budget	The budget of the compensation element	1	X		X	X	X	

Field Details

Field: BudgetAmount

Description

Budget Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetAmountLocal

Description

Budget Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetPercent

Description

Budget Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Eligibility

Description

Eligibility.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMaximumAmount

Description

Guideline Maximum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmountLocal

Description

Guideline Maximum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumPercent

Description

Guideline Maximum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMidpointAmount

Description

Guideline Midpoint Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointAmountLocal

Description

Guideline Midpoint Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointPercent

Description

Guideline Midpoint Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMinimumAmount

Description

Guideline Minimum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumAmountLocal

Description

Guideline Minimum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumPercent

Description

Guideline Minimum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: InternalId

Description

The internal id of the compensation element. Used to easily find a given element.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation Details

Relation: Budget

Description

The budget of the compensation element.

Specifications

Name	Value
Related Entity	Budget
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

AccountStatus

Description

The user account status lookup. Values are:

1-active; 2-inactive; 3-locked; 4-deleted; 5-expired.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Account status unique identifier	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for AccountStatus.

Number	Name
-1	DontExist
1	Active

Number	Name
2	Inactive
3	Locked
4	Deleted
5	Expired

Field Details

Field: Code

Description

Account status unique identifier.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

AdminEntityStatus

Description

Administration entity status.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	A unique, alphanumeric code uniquely identifying a given status.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for AdminEntityStatus.

Number	Name
1	Active
2	Draft

Number	Name
3	Inactive
4	Stored
5	ToBeDeleted

Field Details

Field: Code

Description

A unique, alphanumeric code uniquely identifying a given status.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

ApplicationCertification

Description

Application certifications are the certifications that the candidate has entered in the context of the application.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseApplicationUpdateComputationalRule] is a computational rule that will recalculate the display sequence of the [Experience/Certification/Reference/Study] in a manner the the display sequence will start from 1 to the number of [Experience/ApplicationCertification/Reference/Study] that are linked to the application.
- 2.
3. [DefaultApplicationCertificationUpdateTrackingRule] is a computational rule that will track updates of the [Certification] entity. Instead of let all fields manage their own history tracking, this class will track only fields which have tracking activated.
4. [CBRAAppCertificationAdded] is a computational rule that is responsible to create a tracking item when an [ApplicationCertification] is created.
5. [CBRAAppCertificationDeleted] is a computational rule that is responsible to create a tracking item when an [ApplicationCertification] is deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DateReceived	DateTime	This field holds the date received certification.	X		X	X
DisplaySequence	Integer	This field determines the order to display this application certification among the candidate's application certifications.	X	X	X	X
ExpirationDate	DateTime	This field holds the expiration date of the certifications..	X		X	X
IssuingOrganization	String	This field holds the certification issuing organization.	X		X	X
No	Integer	This is the key field	X			
NumberId	String	This field holds the certification ID enter by the candidate.	X	X	X	X
OtherCertificationName	String	This field hold the value for the other certification name if it is not part of the list.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Certification	Certification	The certification	0..1	X		X	X		
Location	NetworkLocation	This relation hold the location where the candidate received the certifications.	0..1	X		X	X		
ProfileInformation	ProfileInformation	This relation define the application related to the certifications.	1	X	X	X	X		

Field Details

Field: DateReceived

Description

This field holds the date received certification.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [CertificationDateReceivedExpirationDateRule] validates that the received date for a certification is before its expiration date.
2. [CBRAAppCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
3. [CBRAAppCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Field: DisplaySequence

Description

This field determines the order to display this application certification among the candidate's application certifications.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 1 and 99999.
2. This field is mandatory, a value must be supplied.
- 3.

Field: ExpirationDate

Description

This field holds the expiration date of the certifications..

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [CertificationDateReceivedExpirationDateRule] validates that the received date for a certification is before its expiration date.
2. [CBRAAppCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
3. [CBRAAppCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Field: IssuingOrganization

Description

This field holds the certification issuing organization.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [CBRApPCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
3. [CBRApPCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Field: No

Description

This is the key field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: NumberId

Description

This field holds the certification ID enter by the candidate.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (30).
2. [CBRAAppCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
3. [CBRAAppCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Field: OtherCertificationName

Description

This field hold the value for the other certification name if it is not part of the list.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [CertificationOtherCertificationRule] validates that we have a Certification or OtherCertification. We can not have values for both of them. This two fields can be null.
3. [CBRAAppCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
4. [CBRAAppCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Relation Details

Relation: Certification

Description

The certification.

Specifications

Name	Value
Related Entity	Certification
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. [CertificationOtherCertificationRule] validates that we have a Certification or OtherCertification. We can not have values for both of them. This two fields can be null.
2. [CBRAAppCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
3. [CBRAAppCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Relation: Location

Description

This relation hold the location where the candidate received the certifications.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. [CBRApCertificationUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [ApplicationCertification] is modified.
2. [CBRApCertificationUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [ApplicationCertification] is modified.

Relation: ProfileInformation

Description

This relation define the application related to the certifications.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

ApplicationMedium

Description

This entity is a lookup containing the information on how did we learn about the candidate for a specific application.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Public identifier of the application medium.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for ApplicationMedium.

Number	Name
1	Online
2	Resume

Number	Name
3	Phone
4	Import
5	Email
6	Fax
7	InternetMining
8	MatchedToJob
9	Agency
10	StaffingStation
11	TalentExchange
12	OnlineMobile
13	Referral
14	ExternalImport

Field Details

Field: Code

Description

Public identifier of the application medium.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

ApplicationText

Description

Contains all the text datas that a candidate can provide. It contains datas

Like the cover letter, pasted resume, career objectives and additional

Informations.

RemoveCheckOnDelete=true)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
AdditionalInformation	String	The additional information that the candidate provided.	X	X	X	X
CareerObjective	String	The career objectives that the candidate provided.	X	X	X	X
CoverLetter	String	The cover letter that the candidate provided.	X	X	X	X
PastedResume	String	The pated resume that the candidate provided.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ProfileInformation	ProfileInformation	The profile information for which those datas applies to.	1	X	X	X	X		

Field Details

Field: AdditionalInformation

Description

The additional information that the candidate provided.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (4000).
2. [MaximumFieldMultiByteLengthRule] Validates that a String as no more than a specified number of BYTES. Rule parameters: name="max-length" (mandatory) Must be a number.
3. [CBRTrackingAdditionalInformation] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change of the cover letter of an [ApplicationText].

Field: CareerObjective

Description

The career objectives that the candidate provided.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (4000).
2. [MaximumFieldMultiByteLengthRule] Validates that a String as no more than a specified number of BYTES. Rule parameters: name="max-length" (mandatory) Must be a number.
3. [CBRTrackingCareerObjective] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change of the career objective of an [Application-Text].

Field: CoverLetter

Description

The cover letter that the candidate provided.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (4000).
2. [MaximumFieldMultiByteLengthRule] Validates that a String as no more than a specified number of BYTES. Rule parameters: name="max-length" (mandatory) Must be a number.

- [CBRTrackingCoverLetter] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change of the cover letter of an [ApplicationText].

Field: PastedResume

Description

The pated resume that the candidate provided.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (64000).
- [CBRTrackingPastedResume] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change of the pasted resume of an [ApplicationText].

Relation Details

Relation: ProfileInformation

Description

The profile information for which those datas applies to.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes
Reset	No
Remove	No

BaseAdminEntity

Description

Base class for all administrable entities.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This rule determines if the status of the given entity is draft. It can be used for example to permit entities to be deleted only in their draft state.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inac-

tive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.

3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

BaseComposite

Description

Generic entity to provide a tree structure data.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseCompositeNameDraftRule] At least Name must be complete in one language to be saved as DRAFT.
2. [BaseCompositeDeleteWithChildRule] BaseComposite could not be deleted if child exists.
3. [ModificationMaintenanceModeRule] Changes must be made in maintenance mode.
4. [BaseCompositeNameNotBlankRule] Right now, denormalisation script do not insert a new row when a new value for a given language is added for the name field, it only update it. So new values for the name field that never exists previously in some languages does not get denormalised. In the UI, when creating a OLF, the name field is set to null in all language. To apply the same thing through integration, we add this rule. Denormalisation script should be reviewed by akirax to not have to enter null in all languages. Since when new language are activated, even with this rule, the problem can happen.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Complete	Boolean		X	X		
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Children	BaseComposite	Reference to the children of a specific composite. This list of composite is read-only	0..N	X	X				
Parent	BaseComposite	Reference to the parent of a specific composite	0..1	X	X	X	X		
Sequence	BaseCompositeSequence	Sequence of the composite	0..1	X					
Status	AdminEntityStatus	Reference to the Administration Entity Status of the composite	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Children

Description

Reference to the children of a specific composite. This list of composite is read-only.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Parent

Description

Reference to the parent of a specific composite.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Name	Value
Reset	No
Remove	No

Relation: Sequence

Description

Sequence of the composite.

Specifications

Name	Value
Related Entity	BaseCompositeSequence
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity Status of the composite.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [BaseCompositeStatusLifecycleRule] makes sure the composite is active before inactive.
2. [BaseCompositeStatusRule] makes sure the composite status is active/inactive/draft only since other status are not supported.

BaseCompositeSequence

Description

Generic entity to provide a way to personalize sorting of the tree structure elements.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	No

Constraints

- [ModificationMaintenanceModeRule] Changes must be made in maintenance mode.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

BaseEditableDatabaseLookup

Description

Specifications

Name	Value
Parent Entity	DatabaseLookup
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BaseEditableResourceLookup

Description

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		
Sequence	Integer		X	X		

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BaseHierarchy

Description

BaseHierarchy is an abstract class providing an hierarchical tree structure.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Level	Integer	The level of the element in the hierarchical tree structure from the root. The root level in the tree structure is 0. The deeper the element is in the hierarchy, the higher the level will be.	X	X		

Field Details

Field: Level

Description

The level of the element in the hierarchical tree structure from the root. The root level in the tree structure is 0. The deeper the element is in the hierarchy, the higher the level will be.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BaseJobField

Description

Abstract class representing the common attributes and relations of a Job Field.

Specifications

Name	Value
Parent Entity	BaseComposite
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree struc-

ture is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BaseLocation

Description

Abstract class representing a geographical location.

Specifications

Name	Value
Parent Entity	BaseComposite
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Abbreviation	String	Abbreviation of the location	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
LastModifiedOn	DateTime		X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		
ZipCode	String	Zip code of the location	X	X	X	X

Field Details

Field: Abbreviation

Description

Abbreviation of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (15).

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.

2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: LastModifiedOn

Description

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ZipCode

Description

Zip code of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (20).

BaseMultilingualAdminEntity

Description

This class serves as a common ancestor for all multilingual, administrable Entities. It defines fields and methods that should be common across all those Entities.

Specifications

Name	Value
Parent Entity	BaseAdminEntity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleIsActiveForActivationRule] implements the following business rule: "An entity's base locale must be active for the entity to be activated". This business rule can only be applied to BaseMultilingualAdminEntity subclasses.
2. [BaseLocaleIsSupportedRule] implements the following business rule: "An entity's base local must be supported by that entity". This business rule is applicable only to BaseMultilingualAdminEntity and its subclasses.
3. [OneMaximumBaseLocaleRule] Rule to check if a multilingual admin entity has only one base language.
4. [AdjustSupportedLocalesComputation] is a computation that ensure that any language that is used to put some text is in the supported language array. If it is not the case, the language will be added.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (50).

2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

BaseMultilingualEntity

Description

This class serves as a common ancestor for all multilingual entities. It

Defines fields and methods that should be common across all those entities.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleIsActiveForActivationRule] implements the following business rule: "An entity's base locale must be active for the entity to be activated". This business rule can only be applied to BaseMultilingualAdminEntity subclasses.
2. [BaseLocaleIsSupportedRule] implements the following business rule: "An entity's base local must be supported by that entity". This business rule is applicable only to BaseMultilingualAdminEntity and its subclasses.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported By the entity.	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Base

Description

Indicates if the given language is the base language for this entity.
The entity must have a base language, and that language must also be supported
By the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

BasePay

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	AbstractCompensationAmount
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Amount	Float	Amount in the Employer/Company/Organization Currency	X		X	X
AmountLocal	Float	Amount in the Employee Currency	X		X	X
BudgetAmount	Float	Budget Amount in the Employer/Company/Organization Currency	X		X	X
BudgetAmountLocal	Float	Budget Amount in the Employee Currency	X		X	X
BudgetPercent	Float	Budget Percent	X		X	X
CompensationCycleCode	String		X	X		
CompensationEmployeeId	String		X	X		
CompensationSystemId	String		X	X		
Eligibility	Boolean	Eligibility	X		X	X
EligibleWages	Float	Eligible Wages in the Employer/Company/Organization Currency	X		X	X
EligibleWagesLocal	Float	Eligible Wages in the Employee Currency	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
GuidelineMaximumAmount	Float	Guideline Maximum Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMaximumAmountLocal	Float	Guideline Maximum Amount in the Employee Currency	X		X	X
GuidelineMaximumPercent	Float	Guideline Maximum Percent	X		X	X
GuidelineMidpointAmount	Float	Guideline Midpoint Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMidpointAmountLocal	Float	Guideline Midpoint Amount in the Employee Currency	X		X	X
GuidelineMidpointPercent	Float	Guideline Midpoint Percent	X		X	X
GuidelineMinimumAmount	Float	Guideline Minimum Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMinimumAmountLocal	Float	Guideline Minimum Amount in the Employee Currency	X		X	X
GuidelineMinimumPercent	Float	Guideline Minimum Percent	X		X	X
InternalId	Integer	The internal id of the compensation element. Used to easily find a given element.	X	X	X	
Percent	Float	Percent	X		X	X
ProratedAmount	Float	Prorated Amount in the Employer/Company/Organization Currency	X		X	X
ProratedAmountLocal	Float	Prorated Amount in the Employee Currency	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Budget	Budget	The budget of the compensation element	1	X		X	X	X	
IncreaseType	IncreaseType	The increase type	1	X		X	X	X	

Field Details

Field: Amount

Description

Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: AmountLocal

Description

Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: BudgetAmount

Description

Budget Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetAmountLocal

Description

Budget Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetPercent

Description

Budget Percent.

Specifications

Name	Value
Data Type	Float

Name	Value
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: CompensationCycleCode

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Eligibility

Description

Eligibility.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: EligibleWages

Description

Eligible Wages in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: EligibleWagesLocal

Description

Eligible Wages in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmount

Description

Guideline Maximum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmountLocal

Description

Guideline Maximum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumPercent

Description

Guideline Maximum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMidpointAmount

Description

Guideline Midpoint Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointAmountLocal

Description

Guideline Midpoint Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointPercent

Description

Guideline Midpoint Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMinimumAmount

Description

Guideline Minimum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumAmountLocal

Description

Guideline Minimum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumPercent

Description

Guideline Minimum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: InternalId

Description

The internal id of the compensation element. Used to easily find a given element.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Percent

Description

Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: ProratedAmount

Description

Prorated Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: ProratedAmountLocal

Description

Prorated Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Relation Details

Relation: Budget

Description

The budget of the compensation element.

Specifications

Name	Value
Related Entity	Budget
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: IncreaseType

Description

The increase type.

Specifications

Name	Value
Related Entity	IncreaseType
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

BasePool

Description

BasePool is the generic definition of an extensible and reusable solution. A pool identifies a list of items (Persons, Candidates, Employees, Goals, Requisitions, etc) and provides actions on it. Assign development activities, match pool members to requisitions, plan and forecast resources availability are some examples of usages of pools.

Specifications

Name	Value
Parent Entity	BaseMultilingualEntity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This computational rule is triggered when the [Pool] is updated. It set the field lastModificationDate to the current date and time.
2. This computational rule is triggered when the [Pool] is created or updated. It set the field base, active and supported if they are not set.
3. [PoolCreatedHistory] is responsible to call the service that create the tracking history when a Pool is created.
4. [PoolDeletedHistory] is responsible to call the service that create the tracking history when a Pool is deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	The unique identifier of this entity.	X	X	X	X
CreationDate	DateTime	This field contains the date at which the pool was created.	X	X		
Description	String	This field contains a brief description of what the pool is for. This field is multilingual.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	This field contains the name of the pool. This field is multilingual.	X	X	X	X
Number	Integer	This is the unique internal identifier of a pool.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
PoolOwner	User	This relation contains the user that has created the pool. The owner is the user that creates the pool and manage it. He can comments the pool, add user that can add-remove-comment items in the pool. The owner can add-remove-comment items in the pool.	1	X	X	X	X		
PoolUsers	User	This relations contains the list of the users that can manipulate the pool. They can add-remove-comment, items in the pool.	0..N	X	X	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Base

Description

Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Code

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. Business rule that verifies if the code of the pool is unique if it is set.
3. Computational rule that trim the code.

Field: CreationDate

Description

This field contains the date at which the pool was created.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Description

Description

This field contains a brief description of what the pool is for. This field is multilingual.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (1000).
2. [PoolNameUpdatedHistory] is responsible to call the service that create the tracking history when a Pool is updated.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Name

Description

This field contains the name of the pool. This field is multilingual.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
2. String length : min (0), max (100).
3. [PoolNameUpdatedHistory] is responsible to call the service that create the tracking history when a Pool is updated.

Field: Number

Description

This is the unique internal identifier of a pool.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: PoolOwner

Description

This relation contains the user that has created the pool. The owner is the user that creates the pool and manage it. He can comments the pool, add user that can add-remove-comment items in the pool. The owner can add-remove-comment items in the pool.

Specifications

Name	Value
Related Entity	User
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [PoolNameUpdatedHistory] is responsible to call the service that create the tracking history when a Pool is updated.

Relation: PoolUsers

Description

This relations contains the list of the users that can manipulate the pool. They can add-remove-comment, items in the pool.

Specifications

Name	Value
Related Entity	User
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [PoolUserAddedHistory] is responsible to call the service that create the tracking history when a [User] is added to a [Pool].
2. [PoolUserRemovedHistory] is responsible to call the service that create the tracking history when a [User] is removed from a [Pool].

BaseRole

Description

The role represent the role of an actor; it can be a system role or a user

Defined role.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String		X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X
RoleNo	Integer		X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (765).

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: RoleNo

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Bonus

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	AbstractCompensationAmount
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Amount	Float	Amount in the Employer/Company/Organization Currency	X		X	X
AmountLocal	Float	Amount in the Employee Currency	X		X	X
BudgetAmount	Float	Budget Amount in the Employer/Company/Organization Currency	X		X	X
BudgetAmountLocal	Float	Budget Amount in the Employee Currency	X		X	X
BudgetPercent	Float	Budget Percent	X		X	X
BudgetTargetPercent	Float	Budget Target Percent	X		X	X
CompensationCycleCode	String		X	X		
CompensationEmployeeId	String		X	X		
CompensationSystemId	String		X	X		
Eligibility	Boolean	Eligibility	X		X	X
EligibleWages	Float	Eligible Wages in the Employer/Company/Organization Currency	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
EligibleWagesLocal	Float	Eligible Wages in the Employee Currency	X		X	X
GaranteeAmount	Float	Garantee Amount in the Employer/Company/Organization Currency	X		X	X
GaranteeAmountLocal	Float	Garantee Amount in the Employee Currency	X		X	X
GuidelineMaximumAmount	Float	Guideline Maximum Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMaximumAmountLocal	Float	Guideline Maximum Amount in the Employee Currency	X		X	X
GuidelineMaximumPercent	Float	Guideline Maximum Percent	X		X	X
GuidelineMidpointAmount	Float	Guideline Midpoint Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMidpointAmountLocal	Float	Guideline Midpoint Amount in the Employee Currency	X		X	X
GuidelineMidpointPercent	Float	Guideline Midpoint Percent	X		X	X
GuidelineMinimumAmount	Float	Guideline Minimum Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMinimumAmountLocal	Float	Guideline Minimum Amount in the Employee Currency	X		X	X
GuidelineMinimumPercent	Float	Guideline Minimum Percent	X		X	X
InternalId	Integer	The internal id of the compensation element. Used to easily find a given element.	X	X	X	
Percent	Float	Percent	X		X	X
TargetAmount	Float	Target Amount in the Employer/Company/Organization Currency	X		X	X
TargetAmountLocal	Float	Target Amount in the Employee Currency	X		X	X

Field Details

Field: Amount

Description

Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Field: AmountLocal

Description

Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: BudgetAmount

Description

Budget Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetAmountLocal

Description

Budget Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetPercent

Description

Budget Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: BudgetTargetPercent

Description

Budget Target Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: CompensationCycleCode

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Eligibility

Description

Eligibility.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	No

Field: EligibleWages

Description

Eligible Wages in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: EligibleWagesLocal

Description

Eligible Wages in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuaranteeAmount

Description

Guarantee Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuaranteeAmountLocal

Description

Guarantee Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmount

Description

Guideline Maximum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmountLocal

Description

Guideline Maximum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumPercent

Description

Guideline Maximum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMidpointAmount

Description

Guideline Midpoint Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointAmountLocal

Description

Guideline Midpoint Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointPercent

Description

Guideline Midpoint Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMinimumAmount

Description

Guideline Minimum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumAmountLocal

Description

Guideline Minimum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumPercent

Description

Guideline Minimum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: InternalId

Description

The internal id of the compensation element. Used to easily find a given element.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Percent

Description

Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: TargetAmount

Description

Target Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: TargetAmountLocal

Description

Target Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

BonusHistory

Description

This class represent the Employee bonus historical data.

If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
BonusPlan	String	The bonus plan	X	X	X	X
Code	String	The code (identifier) of the BonusHistory	X	X	X	X
EffectiveDate	DateTime	The date at which the BonusHistory is effective.	X	X	X	X
PaymentAmount	Float	The payment amount	X	X	X	X
PaymentPercent	Float	The payment percent	X	X	X	X
TargetAmount	Float	The target amount	X	X	X	X
TargetPercent	Float	The target amount	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompensationHistory	CompensationHistory	The Compensation History of the BonusHistory	1	X	X	X			
Currency	Currency	The currency of the bonus history	1	X	X	X	X	X	X

Field Details

Field: BonusPlan

Description

The bonus plan.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (100).

Field: Code

Description

The code (identifier) of the BonusHistory.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This rule checks that the code of a BonusHistory is unique in the system.

Field: EffectiveDate

Description

The date at which the BonusHistory is effective.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: PaymentAmount

Description

The payment amount.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This a rule that insure that the fields BonusHistory.fPaymentAmount and BonusHistory.fPaymentPercent are coherent. The fields are coherent only if one of them is not null.

Field: PaymentPercent

Description

The payment percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This a rule that insure that the fields BonusHistory.fPaymentAmount and BonusHistory.fPaymentPercent are coherent. The fields are coherent only if one of them is not null.

Field: TargetAmount

Description

The target amount.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: TargetPercent

Description

The target amount.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: CompensationHistory

Description

The Compensation History of the BonusHistory.

Specifications

Name	Value
Related Entity	CompensationHistory

Name	Value
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Currency

Description

The currency of the bonus history.

Specifications

Name	Value
Related Entity	Currency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Budget

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
BudgetType	BudgetType	The budget type of the budget	1	X		X		X	
CompensationCycle	CompensationCycle	The compensation cycle of the budget	1	X	X	X	X	X	
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: BudgetType

Description

The budget type of the budget.

Specifications

Name	Value
Related Entity	BudgetType
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: CompensationCycle

Description

The compensation cycle of the budget.

Specifications

Name	Value
Related Entity	CompensationCycle
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

BudgetType

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code (unique identifier) of the BudgetType	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for BudgetType.

Number	Name
1	Basepay

Number	Name
2	Bonus
3	Stock

Field Details

Field: Code

Description

The code (unique identifier) of the BudgetType.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BusinessOrganization

Description

A business organization is a unit of the company. It has a common set of goals within a business plan. A business organization is an aggregated view of the HR organization structure.

In some cases, the business organization structure may be the exact replica of the HR organization structure.

Structure should be limited to 2 or 3 levels to keep it simple.

Business unit.

Division.

Specifications

Name	Value
Parent Entity	BaseComposite
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
CustomerID	String	The Business Organization internal identifier specified by the customer. Used for referencing a business organization identifier known in another external system for integration purposes.	X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Number	Integer	Unique identifier generated by the system	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CustomerID

Description

The Business Organization internal identifier specified by the customer. Used for referencing a business organization identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [BusinessOrganizationCustomerIDUniqueRule]

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

BusinessOrganizationLevel

Description

Business Organization specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

BusinessOrganizationSequence

Description

Business organization specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

Certification

Description

A certification is one element that defines the talent profile of a candidate or employee. The notion of certification refers to an official recognition of skills and knowledge in a specific area. A certification is emitted by an authorized provider.

All certifications are defined in the standard Taleo library - it is not possible for customers to add new elements. However, customers can activate/deactivate elements.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X			X
CreationDate	DateTime	The creation date of the entity	X	X		
Description	String	This attribute describes the certification.	X			
LastModificationDate	DateTime	The date of the last modification of the entity	X	X		
Number	Integer	This attribute is the certification identifier. Use the Number to search and identify the certification to update.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	The Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	Yes
Search	No

Field: CreationDate

Description

The creation date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: Description

Description

This attribute describes the certification.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	No

Field: LastModificationDate

Description

The date of the last modification of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

This attribute is the certification identifier. Use the Number to search and identify the certification to update.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Status

Description

The Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [CertificationStatusUpdateHistory] is responsible to call the service that create the tracking history when the status of an Employer is updated.

CertificationRequirement

Description

A required or asset certification.

Specifications

Name	Value
Parent Entity	JobProfileRequirement
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [CertificationRequirementSequenceComputation]
2. [CertificationRequirementSequenceRule]
3. [CertificationUniqueForProfileRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	The display sequence for the requirement.	X		X	X
Weight	Integer	The relative weight of the requirement.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Certification	Certification	The certification used in this requirement.	1	X	X	X	X		
Importance	ProfileImportance	The relative importance of the requirement.	1	X		X	X		
JobProfile	JobProfile	The job profile of this requirement.	1	X		X			

Field Details

Field: DisplaySequence

Description

The display sequence for the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

Field: Weight

Description

The relative weight of the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.
- 2.

Relation Details

Relation: Certification

Description

The certification used in this requirement.

Specifications

Name	Value
Related Entity	Certification
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [CertificationRequirementCertificationStatusRule]

Relation: Importance

Description

The relative importance of the requirement.

Specifications

Name	Value
Related Entity	ProfileImportance
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobProfile

Description

The job profile of this requirement.

Specifications

Name	Value
Related Entity	JobProfile
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	No

CieEmployer

Description

This entity represents an employer where a candidate acquired work experience.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CreationDate	DateTime	The creation date of the employer	X	X		
Description	String	The name of the employer.	X	X		
LastModificationDate	DateTime	The last modification date of the employer	X	X		
Number	Integer	The unique internal id of the Employer	X			

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	The status of the CieEmployer	1	X	X		X		

Field Details

Field: CreationDate

Description

The creation date of the employer.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

The name of the employer.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: LastModificationDate

Description

The last modification date of the employer.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The unique internal id of the Employer.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Relation Details

Relation: Status

Description

The status of the CieEmployer.

Specifications

Name	Value
Related Entity	AdminEntityStatus

Name	Value
Cardinality	1
Export	Yes
Create	No
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [CieEmployerStatusUpdateHistory] is responsible to call the service that create the tracking history when the status of an Employer is updated.

CielInstitution

Description

This entity represents a place designated for learning. It is the educational institution where people learn specific knowledge.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CreationDate	DateTime	The last creation date of the institution	X	X		
Description	String	This field is the name of the institution.	X	X		
LastModificationDate	DateTime	The last modification date of the institution	X	X		
Number	Integer	The unique identifier of this entity.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Location	NetworkLocation	Contains the location of the institution.	0..1	X	X				

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	The status of the Institution	1	X	X		X		
Type	TypeOfInstitution	Indicate the type of institution. University, College, school, etc,,,	0..1	X	X				

Field Details

Field: CreationDate

Description

The last creation date of the institution.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

This field is the name of the institution.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No

Name	Value
Search	Yes

Field: LastModificationDate

Description

The last modification date of the institution.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Location

Description

Contains the location of the institution.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Status

Description

The status of the Institution.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	No
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [CielInstitutionStatusUpdateHistory] is responsible to call the service that create the tracking history when the status of an Institution is updated.

Relation: Type

Description

Indicate the type of institution. University, College, school, etc.,,

Specifications

Name	Value
Related Entity	TypeOfInstitution
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

CieProgram

Description

This entity represents an educational program. It's a field of study. For example: Information Technology, Journalism, Political Science, etc...

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CreationDate	DateTime	The creation date of the Study	X	X		
Description	String	This field is the name of the program in multiple languages.	X	X		
LastModificationDate	DateTime	The last modification date of the Study	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	The status of the Program	1	X	X		X		

Field Details

Field: CreationDate

Description

The creation date of the Study.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

This field is the name of the program in multiple languages.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: LastModificationDate

Description

The last modification date of the Study.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Status

Description

The status of the Program.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	No
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [CieProgramStatusUpdateHistory] is responsible to call the service that create the tracking history when the status of an Program is updated.

CompensationCycle

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
EndDate	DateTime	The end date of the compensation cycle	X		X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
StartDate	DateTime	The start date of the compensation cycle	X		X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: EndDate

Description

The end date of the compensation cycle.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Constraints

1. [CompensationCycleStartDateEndDateValidationRule] is responsible to validate that the start date is not after the end date.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: StartDate

Description

The start date of the compensation cycle.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	No

Constraints

1. [CompensationCycleStartDateEndDateValidationRule] is responsible to validate that the start date is not after the end date.

CompensationHistory

Description

The Employee's current compensation data. Each employee can have only one record that contains his latest compensation data. Without this record, no other history data can be added (bonus, salary or stock).

If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This computational rule is responsible to initialise the OLF fields of a CompensationHistory. The initial values are taken from the employee that is set in the CompensationHistory.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CompensationEmployeeId	String		X	X		
CompensationSystemId	String		X	X		
CurrentCompRatio	Float	The current compratio	X	X	X	X
CurrentSalary	Float	The current currency	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
BonusHistories	BonusHistory	The salary history items	0..N	X	X	X	X	X	X
Currency	Currency	The currency	1	X	X	X	X	X	X
Employee	Employee	The employee	1	X	X	X			
SalaryHistories	SalaryHistory	The salary history items	0..N	X	X	X	X	X	X
StockHistories	StockHistory	The stock history items	0..N	X	X	X	X	X	X

Field Details

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CurrentCompRatio

Description

The current compratio.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [PositiveNumberRule] - A [FieldRule] to validate that a given [Number] is positive.

Field: CurrentSalary

Description

The current currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: BonusHistories

Description

The salary history items.

Specifications

Name	Value
Related Entity	BonusHistory
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Currency

Description

The currency.

Specifications

Name	Value
Related Entity	Currency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Employee

Description

The employee.

Specifications

Name	Value
Related Entity	Employee
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Relation: SalaryHistories

Description

The salary history items.

Specifications

Name	Value
Related Entity	SalaryHistory
Cardinality	0..N

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: StockHistories

Description

The stock history items.

Specifications

Name	Value
Related Entity	StockHistory
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Competency

Description

A competency is knowledge, a skill or an ability. Competencies are contained in The Taleo Competencies List.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. A business rule validate that Competency is linked to the customer provider.
2. [CompetencyEntityActivatedEditRule] BaseAdminEntity cannot be deleted or modified when status is ACTIVE.
- 3.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Alias	String	Customer specific multilingual competency name.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	Multilingual description of the competency. This field supports rich-text markup. Descriptions may also be contextualized to specific OLF values using competency definitions.	X		X	X
DescriptionText	String	Multilingual plain text version of the description.	X			
InternalCode	String	Taleo unique identifier used as entity key.	X	X		
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompetencyCategories	CompetencyCategory	The competency categories associated to the competency.	0..N	X	X	X	X	X	X
CompetencyDefinitions	CompetencyDefinition	The competency definitions associated to the competency.	0..N	X		X	X	X	X
CompetencyGroup	CompetencyGroup	The competency group associated to the competency.	0..1	X	X	X	X	X	X
CompetencyProvider	CompetencyProvider	Competency provider associated to the competency.	1	X	X				
CompetencyType	CompetencyType	Customer specific competency type associated to competency.	1	X	X	X	X		
DefaultCompetencyType	CompetencyType	Default competency type associated to competency.	1	X					
NetworkJobFields	NetworkJobField	Network job fields associated to Competency.	0..N	X	X	X	X	X	X
PrimaryNetworkJobField	NetworkJobField	Primary network job field associated to Competency.	1	X	X	X	X		
RatingModel	RatingModel	Rating model associated to Competency.	0..1	X		X	X		X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		
SubCompetencies	SubCompetency	Sub-competencies associated to the competency.	0..N	X		X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Alias

Description

Customer specific multilingual competency name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (300).

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

Multilingual description of the competency. This field supports rich-text markup. Descriptions may also be contextualized to specific OLF values using competency definitions.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [RTFMaximumFieldLengthRule]
2. [CompetencyDescriptionConvertToTextComputation] Populate the text only version of the Competency's description.

Field: DescriptionText

Description

Multilingual plain text version of the description.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	No
Update	No
Search	No

Field: InternalCode

Description

Taleo unique identifier used as entity key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

- 1.
2. Prevent the update internal code for Taleo competencies (other provider than customer)

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No

Name	Value
Search	Yes

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: CompetencyCategories

Description

The competency categories associated to the competency.

Specifications

Name	Value
Related Entity	CompetencyCategory
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes

Name	Value
Remove	Yes

Relation: CompetencyDefinitions

Description

The competency definitions associated to the competency.

Specifications

Name	Value
Related Entity	CompetencyDefinition
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: CompetencyGroup

Description

The competency group associated to the competency.

Specifications

Name	Value
Related Entity	CompetencyGroup
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: CompetencyProvider

Description

Competency provider associated to the competency.

Specifications

Name	Value
Related Entity	CompetencyProvider
Cardinality	1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. All customer created competency data must be linked to customer service provider.

Relation: CompetencyType

Description

Customer specific competency type associated to competency.

Specifications

Name	Value
Related Entity	CompetencyType
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. On Competency creation entity we must set the value of this field (if defaultCompetencyType is null) using the value of the Competency Type field.
3. [CompetencyTypeEditRule] The type of a competency cannot be updated if the competency is active.

Relation: DefaultCompetencyType

Description

Default competency type associated to competency.

Specifications

Name	Value
Related Entity	CompetencyType
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Constraints

- 1.
2. [CompetencyCodeUnmodifiableRule]. Competency code must not be modified.

Relation: NetworkJobFields

Description

Network job fields associated to Competency.

Specifications

Name	Value
Related Entity	NetworkJobField
Cardinality	0..N
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: PrimaryNetworkJobField

Description

Primary network job field associated to Competency.

Specifications

Name	Value
Related Entity	NetworkJobField
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. Prevent the update primary jobfield for Taleo competencies (other provider than customer)

Relation: RatingModel

Description

Rating model associated to Competency.

Specifications

Name	Value
Related Entity	RatingModel
Cardinality	0..1
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [CompetencyTypeEditRule] The rating model of a competency cannot be updated if the competency is active or is flagged as used.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

Relation: SubCompetencies

Description

Sub-competencies associated to the competency.

Specifications

Name	Value
Related Entity	SubCompetency
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

CompetencyCategory

Description

A competency category is a way for classifying competencies. Competencies are mainly used for filtering purposes. A competency can be associated to many Categories.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CompetencyCategoryNotUsedDeleteRule] A competency category associated to the competencies cannot be deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	The multilingual description of the competency category.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Competencies	Competency	The competencies associated to the competency category.	0..N	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

The multilingual description of the competency category.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [RTFMaximumFieldLengthRule]

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: Competencies

Description

The competencies associated to the competency category.

Specifications

Name	Value
Related Entity	Competency
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CompetencyCategoryAddCompetencyRule] rule that makes sure that only active competencies are linked to the created competency category.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

CompetencyDefinition

Description

A Competency Definition provides a specific description for an associated Context. It overrides the default competency description when the competency is used within a specific context.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CompetencyDefinitionOnePerContextRule] For a given competency there may be only one definition per context.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String		X		X	X
DescriptionText	String		X			

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Competency	Competency	The competency associated to the competency definition.	1	X		X	X		
CompetencyDefinitionContext	CompetencyDefinitionContext		0..1	X	X	X	X		

Field Details

Field: Description

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [RTFMaximumFieldLengthRule]
2. [CompetencyDefinitionBaseLanguageRule] CompetencyDefinition must be translated in the base language of the competency.
3. [CompetencyDefinitionDescriptionConvertToTextComputation] Populate the text only version of the CompetencyDefinition's description.

Field: DescriptionText

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	No

Relation Details

Relation: Competency

Description

The competency associated to the competency definition.

Specifications

Name	Value
Related Entity	Competency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: CompetencyDefinitionContext

Description

Specifications

Name	Value
Related Entity	CompetencyDefinitionContext
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

CompetencyDefinitionContext

Description

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CompetencyEntityActivatedEditRule] BaseAdminEntity cannot be deleted or modified when status is ACTIVE.
2. [CompetencyDefinitionContextJobFieldStatusRule]
3. [CompetencyDefinitionContextOrganizationStatusRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CieJobFields	JobField		0..N	X	X	X	X	X	X
CieLocations	Location		0..N	X	X	X	X	X	X
Organizations	Organization		0..N	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: CieJobFields

Description

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes
Reset	Yes
Remove	Yes

Relation: CieLocations

Description

Specifications

Name	Value
Related Entity	Location
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Organizations

Description

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

CompetencyGroup

Description

A competency group is a way for classifying competencies. Groups are mainly used for filtering and display grouping purposes. A competency can be associated to one group.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CompetencyGroupNotUsedDeleteRule] A competency group associated to the competencies cannot be deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	The multilingual description of the competency group.	X		X	X
DisplaySequence	Integer	The display sequence of the competency group.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

The multilingual description of the competency group.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [RTFMaximumFieldLengthRule]

Field: DisplaySequence

Description

The display sequence of the competency group.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

CompetencyProvider

Description

A competency provider owns a library of competencies and other related content that can be used by the client.

Specifications

Name	Value
Parent Entity	BaseAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	The description of the competency provider	X		X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Parent	CompetencyProvider	The parent competency provider.	0..1	X	X				

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (50).
- This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

The description of the competency provider.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: Parent

Description

The parent competency provider.

Specifications

Name	Value
Related Entity	CompetencyProvider
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

CompetencyRequirement

Description

A required or asset competency.

Specifications

Name	Value
Parent Entity	JobProfileRequirement
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [CompetencyRequirementSequenceComputation]
2. [CompetencyRequirementSequenceRule]
3. [CompetencyUniqueForProfileRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	The display sequence for the requirement.	X		X	X
Weight	Integer	The relative weight of the requirement.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Competency	Competency	The competency used in this requirement.	1	X	X	X	X		
Importance	ProfileImportance	The relative importance of the requirement.	1	X		X	X		
JobProfile	JobProfile	The job profile of this requirement.	1	X		X			
PerformanceRating	RatingValue		0..1	X		X	X		

Field Details

Field: DisplaySequence

Description

The display sequence for the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

Field: Weight

Description

The relative weight of the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.
- 2.

Relation Details

Relation: Competency

Description

The competency used in this requirement.

Specifications

Name	Value
Related Entity	Competency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [CompetencyRequirementCompetencyStatusRule]

Relation: Importance

Description

The relative importance of the requirement.

Specifications

Name	Value
Related Entity	ProfileImportance
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobProfile

Description

The job profile of this requirement.

Specifications

Name	Value
Related Entity	JobProfile
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	No

Relation: PerformanceRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

CompetencyType

Description

Competency types provide a way to group and organize competencies. There are three types of competencies: job specific, language, and behavioral competencies.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier of the competency type.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for CompetencyType.

Number	Name
1	Language
2	Technical

Number	Name
3	Behavioral

Field Details

Field: Code

Description

Unique identifier of the competency type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

ConfigProfile

Description

Represents the base configuration for a specific user profile; settings shared between users.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Constraints

1.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

ConfigurableLookup

Description

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Image	Base64Gzip		X		X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
Sequence	Integer		X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Image

Description

Specifications

Name	Value
Data Type	Base64Gzip
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

ConfigurableMetric

Description

This class is a lookup class that define all the possible values for the employee configurable metrics available in the system. The type specified the kind of metric we are dealing with. The description can be edited by the user, the user can add or remove an image associated to a possible choice of values. The possible values can be activated or de-activated.

Specifications

Name	Value
Parent Entity	ConfigurableLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
DefaultValue	Boolean		X	X	X	X
Image	Base64Gzip		X		X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
Sequence	Integer		X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		
Type	MetricType		1	X	X	X			

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: DefaultValue

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [ConfigurableMetricOneDefaultValueRule] Only active metric values can be added to EmployeeMetrics.
2. [ConfigurableMetricDefaultValueStatusRule] Only active ConfigurableMetrics can be used as the default one..

Field: Image

Description

Specifications

Name	Value
Data Type	Base64Gzip
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

Relation: Type

Description

Specifications

Name	Value
Related Entity	MetricType
Cardinality	1

Name	Value
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

CoverageArea

Description

Coverage area is the base entity used to grant access based on dimensions (O, L, F)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [UserLastModifiedDateRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code of the coverage area	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
FunctionalDomains	FunctionalDomain		0..N	X	X	X	X	X	X

Field Details

Field: Code

Description

The code of the coverage area.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: FunctionalDomains

Description

Specifications

Name	Value
Related Entity	FunctionalDomain

Name	Value
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CoverageAreaFunctionalDomainValidation] validates the functional domains linked to the coverage area. 1) A coverage area MUST have at least one domain 2) Makes sure that the functional domain can be assign to a "user" coverage area or to a "group" coverage area.

Currency

Description

This entity is a lookup representing a form of money that is in public Circulation.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
BaseCurrencyRatio	Float	This field is the value of the currency in US dollars. This field is monthly updated.	X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
ISO4217Abbreviation	String	This field represents the ISO4217 alphabetic code of the currency. In most cases, it is composed of the country's two-character Internet country code plus an extra character to denote the currency unit. For example, the code for Canadian Dollars is simply Canada's two-character Internet code ("CA") plus a one-character currency designator ("D").	X	X		
ISO4217Code	Integer	This field represents the ISO4217 numeric code of the currency.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Field Name	Type	Description	Export	Search	Create	Update
Symbol	String	This field is the symbol of the currency. For instance th symbol of the US dollar is '\$'.	X	X		

Lookup Values

Here are the possible lookup values for Currency.

Number	Name
1	UsDollarUsd
2	CanadianDollarCad
3	AfghaniAfa
4	AlgerianDinarDzd
5	AndorranPesetaAdp
6	ArgentinePesoArs
7	ArmenianDramAmd
8	ArubanGuilderAwg
9	AustralianDollarAud
10	AzerbaijaniManatAzm
11	BahamianDollarBsd
12	BahrainiDinarBhd
13	ThaiBahtThb
14	PanamanianBalboaPab
15	BarbadosDollarBbd
16	BelarussianRubleByr
17	BelgianFrancBef
18	BelizeDollarBzd
19	BermudianDollarBmd
20	VenezuelanBolivarVeb
21	BolivianoBob
22	BrazilianRealBrl
23	BruneiDollarBnd
24	BulgarianLevNewBgn
25	BurundiFrancBif
26	CapeVerdeEscudoCve
27	CaymanIslandsDollarKyd
28	GhanaianCediGhc
29	CfaBeacFrancXaf
30	CfpFrancXpf
31	ChileanPesoClp
32	ColombianPesoCop

Number	Name
33	ComoroFrancKmf
34	ConvertibleMarkBam
35	NicaraguanCordobaOroNio
36	CostaRicanColonCrc
37	CroatianKunaHrk
38	CubanPesoCup
39	CyprusPoundCyp
40	CzechKorunaCzk
41	GambianDalasiGmd
42	DanishKroneDkk
43	MacedonianDenarMkd
44	GermanMarkDem
45	DjiboutiFrancDjf
46	SaoTomeAndPrincipeDobraStd
47	DominicanPesoDop
48	VietnameseDongVnd
49	GreekDrachmaGrd
50	EastCaribbeanDollarXcd
51	EgyptianPoundEgp
52	ElSalvadorColonSvc
53	EthiopianBirrEtb
54	EuroEur
55	FalklandIslandsPoundFkp
56	FijiDollarFjd
57	HungarianForintHuf
58	CongoleseFrancCdf
59	FrenchFrancFrf
60	GibraltarPoundGip
61	HaitianGourdeHtg
62	ParaguayGuaraniPyg
63	GuineaFrancGnf
64	GuineaBissauFrancOxf
65	GuyanaDollarGyd
66	HongKongDollarHkd
67	UkraineHryvniaUah
68	IcelandKronalsk
69	IndianRupeeInr
70	IranianRialIrr
71	IraqiDinarIqd
72	IrishPoundIep
73	ItalianLiraItl
74	JamaicanDollarJmd
75	JordanianDinarJod

Number	Name
76	KenyanShillingKes
77	PapuaNewGuineaKinaPgk
78	LaoKipLak
79	EstonianKroonEek
80	KuwaitiDinarKwd
81	MalawiKwachaMwk
82	ZambianKwachaZmk
83	NewAngolanKwanzaAoa
84	MyanmarKyatMmk
85	GeorgianLariGel
86	LatvianLatsLvl
87	LebanesePoundLbp
88	AlbanianLekAll
89	HonduranLempiraHnl
90	LeoneSll
91	RomanianLeuRol
92	BulgarianLevOldBgl
93	LiberianDollarLrd
94	LibyanDinarLyd
95	SwazilandLilangeniSzl
96	LithuanianLitusLtl
97	LesothoLotiLsl
98	LuxembourgFrancLuf
99	MalagasyFrancMgf
100	MalaysianRinggitMyr
101	MalteseLiraMtl
102	TurkmenistanManatTmm
103	FinnishMarkkaFim
104	MauritiusRuppeeMur
105	MozambiqueMeticalMzm
106	MexicanPesoMxn
107	MoldovanLeuMdl
108	MoroccanDirhamMad
109	NigerianNairaNgn
110	EritreanNakfaErn
111	NamibiaDollarNad
112	NepaleseRuppeeNpr
113	NetherlandsAntillianGuilderAng
114	NetherlandsGuilderNlg
115	NewIsraeliShekelIls
116	NewTaiwanDollarTwd
117	NewZealandDollarNzd
118	BhutanNgultrumBtn

Number	Name
119	NorthKoreanWonKpw
120	NorwegianKroneNok
121	PeruvianNuevoSolPen
122	MauritanianOuguiyaMro
123	TongaPaAngaTop
124	PakistanRupeePkr
125	MacaoPatacaMop
126	UruguayanPesoUyu
127	PhilippinePesoPhp
128	PortugueseEscudoPte
129	PoundSterlingGbp
130	BotswanaPulaBwp
131	QatariRiyalQar
132	GuatemalanQuetzalGtq
133	SouthAfricanRandZar
134	OmaniRialOmr
135	CambodianRielKhr
136	MaldiverufiyaaMvr
137	IndonesianRupiahIdr
138	RussianRubleRub
139	RussianRubleRur
140	RwandanFrancRwf
141	SaintHelenaPoundShp
142	SaudiRiyalSar
143	AustrianSchillingAts
144	SeychellesRupeeScr
145	SingaporeDollarSgd
146	SlovakKorunaSkk
147	SolomonIslandsDollarSbd
148	KyrgyzstaniSomKgs
149	SomaliShillingSos
150	TajikistanRubleTjr
151	SpanishPesetaEsp
152	SriLankaRupeeLkr
153	SudaneseDinarSdd
154	SurinameGuilderSrg
155	SwedishKronaSek
156	SwissFrancChf
157	SyrianPoundSyp
158	BangladeshiTakaBdt
159	SamoanTalaWst
160	TanzanianShillingTzs
161	KazakhstanTengeKzt

Number	Name
162	EastTimorDollarUsd
163	SlovenianTolarSit
164	TrinidadAndTobagoDollarTtd
165	MongolianTugrikMnt
166	TunisianDinarTnd
167	TurkishLiraTrl
168	UaeDirhamAed
169	UgandaShillingUgx
170	UzbekistaniSomUzs
171	VanuatuVatuVuv
172	SouthKoreanWonKrw
173	YemeniRialYer
174	JapaneseYenJpy
175	ChineseYuanRenminbiCny
176	YugoslavianDinarYum
177	ZimbabweDollarZwd
178	PolishZlotyPln

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: BaseCurrencyRatio

Description

This field is the value of the currency in US dollars. This field is monthly updated.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: ISO4217Abbreviation

Description

This field represents the ISO4217 alphabetic code of the currency. In most cases, it is composed of the country's two-character Internet country code plus an extra character to denote the currency unit. For example, the code for Canadian Dollars is simply Canada's two-character Internet code ("CA") plus a one-character currency designator ("D").

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ISO4217Code

Description

This field represents the ISO4217 numeric code of the currency.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Symbol

Description

This field is the symbol of the currency. For instance th symbol of the US dollar is '\$'.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

CustomSelection

Description

Represents a user-defined selection in akirax.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
SortUsingName	Boolean	Indicates if this selection should be ordered alphabetically or not.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Elements	CustomSelectionElement	Associated CustomSelectionElement for this CustomSelection.	0..N	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: SortUsingName

Description

Indicates if this selection should be ordered alphabetically or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: Elements

Description

Associated CustomSelectionElement for this CustomSelection.

Specifications

Name	Value
Related Entity	CustomSelectionElement
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

CustomSelectionElement

Description

This entity represents an element of a custom-made selection.

The description of this element is stored in TextTool resources.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
Sequence	Integer	The position at which this element should be ordered in the selection.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Selection	CustomSelection	Associated CustomSelection for this CustomSelectionElement.	1	X	X	X	X		
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: Sequence

Description

The position at which this element should be ordered in the selection.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
2. Ensures that when creating/updating CustomSelectionElement sequence number - if not given explicitly - is set to currently max value (in selection scope) 1.

Relation Details

Relation: Selection

Description

Associated CustomSelection for this CustomSelectionElement.

Specifications

Name	Value
Related Entity	CustomSelection
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

CustomSelectionUsage

Description

This entity links a selection to a metafield that uses it. The metafield is usually a custom field created by the client.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Number	Integer	The physical key identifying this entity.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Selection	CustomSelection	Associated CustomSelection for this CustomSelectionUsage.	1	X	X	X	X		

Field Details

Field: Number

Description

The physical key identifying this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: Selection

Description

Associated CustomSelection for this CustomSelectionUsage.

Specifications

Name	Value
Related Entity	CustomSelection
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

DatabaseLookup

Description

Base entity type for all database lookup entities in this model.

Specifications

Name	Value
Parent Entity	Lookup
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

DeletedEntityLog

Description

This entity is used as a log container for entities that are tracked for their deletion. Such entities will generate entries in this entity when they are deleted. See DeletedEntityType for the tracked entity types.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Date	DateTime	The delation date of the entity	X	X		
DeletedEntityNumber	Integer	The no of the deleted entity	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Type	DeletedEntityType	The types of entities that generated log entry.	0..1	X	X				

Field Details

Field: Date

Description

The delation date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: DeletedEntityNumber

Description

The no of the deleted entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Type

Description

The types of entities that generated log entry.

Specifications

Name	Value
Related Entity	DeletedEntityType
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

DeletedEntityType

Description

Types of entities that generates log entries on deletion.

RemoveCheckOnUpdateFields=true)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code of the DeletedEntityType	X	X		

Field Details

Field: Code

Description

The code of the DeletedEntityType.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Department

Description

Class that represents a department of the company.

Specifications

Name	Value
Parent Entity	BaseAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- [UpdateLastModifiedDateDepartment]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
CostCenter	String	The department cost center (multilingual).	X	X	X	X
CustomerID	String	The Department internal identifier specified by the customer. Used for referencing a department identifier known in another external system for integration purposes.	X	X	X	X
EffectiveFrom	DateTime	The date when the department is effective.	X	X	X	X
EffectiveTill	DateTime	The date when the department stops being effective.	X	X	X	X
LastModifiedDate	DateTime	The last modification date of the department	X	X		
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
Number	Integer	The unique identifier of this entity.	X			
PayFactor	Float	The department Pay Factor (eg: 1 = 100%).	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
HiringManager	User	The hiring manager associated to the department.	0..1	X	X	X	X	X	X
Location	Location	The department location.	0..1	X	X	X	X	X	X
Organization	Organization	The department organization.	0..1	X	X	X	X	X	X
Parent	Department	The department parent of the current department.	0..1	X	X	X	X	X	X
Recruiter	User	The recruiter associated to the department.	0..1	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (50).

- This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: CostCenter

Description

The department cost center (multilingual).

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (1), max (255).

Field: CustomerID

Description

The Department internal identifier specified by the customer. Used for referencing a department identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [DepartmentCustomerIDUniqueRule]

Field: EffectiveFrom

Description

The date when the department is effective.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [DepartmentEffectiveDatesRule] Validates Effective From date is before Effective Till date.

Field: EffectiveTill

Description

The date when the department stops being effective.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [DepartmentEffectiveDatesRule] Validates Effective From date is before Effective Till date.

Field: LastModifiedDate

Description

The last modification date of the department.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: Number

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: PayFactor

Description

The department Pay Factor (eg: 1 = 100%).

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- 1.

Relation Details

Relation: HiringManager

Description

The hiring manager associated to the department.

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Location

Description

The department location.

Specifications

Name	Value
Related Entity	Location
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Organization

Description

The department organization.

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Parent

Description

The department parent of the current department.

Specifications

Name	Value
Related Entity	Department
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Recruiter

Description

The recruiter associated to the department.

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

DistanceMeasurementUnits

Description

The distance measurements lookup. Values are:

1-kilometers; 2-Miles.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Distance measurement unit unique identifier	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for DistanceMeasurementUnits.

Number	Name
1	Kilometers
2	Miles

Field Details

Field: Code

Description

Distance measurement unit unique identifier.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

DistanceMeasureUnit

Description

This lookup entity represents a measurement Unit. For example: Kilometers or Miles.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Public identifier of the distance measure unit.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for DistanceMeasureUnit.

Number	Name
1	Kilometers
2	Miles

Field Details

Field: Code

Description

Public identifier of the distance measure unit.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Employee

Description

An employee is the top-level object representing an employee. At this level,

The information is distinct from the other possible types of talent users

(candidate and contact).

Only employee specific information is contained in this object (as described in

The field/relations below). Most of the overall person information is

Contained in the related TalentUser and User objects.

Specifications

Name	Value
Parent Entity	BaseHierarchy
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [EmployeeUpdateJobHistoryComputation] Updating the employee details must trigger a new EmployeeJobHistory item including a snapshot of job role, organization, location, manager, employee status.
2. [EmployeeJobRoleStatusRule]
3. [EmployeeLocationStatusRule]
4. [EmployeeOrganizationStatusRule]
5. [TalUserIsEmployeeComputation] The isEmployee flag is set on TalentUser when the corresponding Employee is created.
6. When the field last modified date is modified, the last modified date in TalentUser related to the Employee must be set to the current date. Be aware that the last modified date of a person cannot be anterior to what it is.

- 7.
8. [EmployeeUserStoreRule] add the newly create employee in the employee user store and remove associated transition user store is such exists.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
ConfirmProfile	Boolean	True if a profile confirmation is required at next employee login.	X	X	X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Level	Integer	The level of the element in the hierarchical tree structure from the root. The root level in the tree structure is 0. The deeper the element is in the hierachy, the higher the level will be.	X	X		
ProfileMatched	Boolean	True if the employee has been matched to an existing candidate profile. False if a brand new candidate has been created and associated to this employee.	X			
TerminationDate	DateTime		X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompensationHistory	CompensationHistory	The compensation history of the employee	1	X	X	X	X		
CurrentJob	JobRole	The current job of the employee, a direct reference to one of the active job roles of the system.	1	X		X	X		
DelegatedEmployeeMatrixManagers	MatrixManager	The matrix managers associated to the employee.	0..N	X	X				
EmployeeCompensations	EmployeeCompensation	The employee compensations	0..N	X		X	X		
EmployeeMetrics	EmployeeMetrics	Employee metrics associated to the employee.	1	X		X			
EmployeePicture	EmployeePicture	Employee picture associated to the employee.	0..1	X		X	X	X	X
EmployeeStatus	EmployeeStatus	Current employment status associated to the employee.	1	X	X	X	X		
Location	Location	The location of the employee.	1	X		X	X		
Manager	Employee	The manager of the employee.	0..1	X		X	X	X	X

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Organization	Organization	The organization of the employee.	1	X		X	X		
TalentUser	TalentUser	The link towards the generic talent user entity that contains profile type information. This link will also bring you towards the user entity that contains personal type information.	1	X	X	X	X		

Field Details

Field: ConfirmProfile

Description

True if a profile confirmation is required at next employee login.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes

Field: Level

Description

The level of the element in the hierarchical tree structure from the root. The root level in the tree structure is 0. The deeper the element is in the hierarchy, the higher the level will be.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ProfileMatched

Description

True if the employee has been matched to an existing candidate profile. False if a brand new candidate has been created and associated to this employee.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: TerminationDate

Description

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: CompensationHistory

Description

The compensation history of the employee.

Specifications

Name	Value
Related Entity	CompensationHistory
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: CurrentJob

Description

The current job of the employee, a direct reference to one of the active job roles of the system.

Specifications

Name	Value
Related Entity	JobRole
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [EmployeeDenormalizationComputation] When Employee organization, location or current job is updated, update EmployeeMetrics OLF data. This is denormalized information for performance contextualized role access on EmployeeMetrics.

Relation: DelegatedEmployeeMatrixManagers

Description

The matrix managers associated to the employee.

Specifications

Name	Value
Related Entity	MatrixManager
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: EmployeeCompensations

Description

The employee compensations.

Specifications

Name	Value
Related Entity	EmployeeCompensation
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: EmployeeMetrics

Description

Employee metrics associated to the employee.

Specifications

Name	Value
Related Entity	EmployeeMetrics
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: EmployeePicture

Description

Employee picture associated to the employee.

Specifications

Name	Value
Related Entity	EmployeePicture
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: EmployeeStatus

Description

Current employment status associated to the employee.

Specifications

Name	Value
Related Entity	EmployeeStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. Rule used to validate if terminationDate is not null when employee has terminate status and null when other statuses if not default value is set(current date or null)
3. B-39251 Employee/Candidate Integration Rule Rule set User Account active when employee status is new or current.
4. B-39251 Employee/Candidate Integration Rule Rule to set confirm profile to false when employee status is terminated.

5. B-39251 Employee/Candidate Integration Rule Rule set Candidate Internal to true when employee status is new or current and set Candidate Internal to false when employee status is terminated.
6. B-39251 Employee/Candidate Integration Rule Rule set SSO ID.

Relation: Location

Description

The location of the employee.

Specifications

Name	Value
Related Entity	Location
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [EmployeeDenormalizationComputation] When Employee organization, location or current job is updated, update EmployeeMetrics OLF data. This is denormalized information for performance contextualized role access on EmployeeMetrics.

Relation: Manager

Description

The manager of the employee.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No
Reset	Yes
Remove	Yes

Constraints

1. [EmployeeManagerRule] Manager cannot be employee itself or one of its team member.
2. When the employee manager is updated, this employee might have to be removed from MatrixManager requests according to setting Employee Change Matrix Management Configuration.

Relation: Organization

Description

The organization of the employee.

Specifications

Name	Value
Related Entity	Organization
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [EmployeeDenormalizationComputation] When Employee organization, location or current job is updated, update EmployeeMetrics OLF data. This is denormalized information for performance contextualized role access on EmployeeMetrics.

Relation: TalentUser

Description

The link towards the generic talent user entity that contains profile type information.

This link will also bring you towards the user entity that contains personal type information.

Specifications

Name	Value
Related Entity	TalentUser
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
- 2.

EmployeeCompensation

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Comment	String	Comment	X		X	X
CompensationCycleCode	String		X	X		
CompensationEmployeeId	String		X	X		
CompensationManagerEmployeeId	String		X	X		
CompensationManagerSystemId	String		X	X		
CompensationSystemId	String		X	X		
CurrentAnnualSalary	Float	Current Annual Salary in the Employer/Company/Organization Currency	X		X	X
CurrentAnnualSalaryLocal	Float	Current Annual Salary in the Employee Currency	X		X	X
CurrentAnnualSalaryProrated	Float	Current Annual Salary Prorated in the Employer/Company/Organization Currency	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
CurrentAnnualSalaryProratedLocal	Float	Current Annual Salary Prorated in the Employee Currency	X		X	X
CurrentCompaRatio	Float	Current Comparison Ratio	X		X	X
CurrentFlsaStatus	String	Current FLSA status	X		X	X
CurrentHourlySalary	Float	Current Hourly Salary in the Employer/Company/Organization Currency	X		X	X
CurrentHourlySalaryLocal	Float	Current Hourly Salary in the Employee Currency	X		X	X
CurrentMonthlySalary	Float	Current Monthly Salary in the Employer/Company/Organization Currency	X		X	X
CurrentMonthlySalaryLocal	Float	Current Monthly Salary in the Employee Currency	X		X	X
EmployeeDoneStatus	Boolean	Employee Done Status	X		X	X
FullPartTime	String	Full Part Time	X		X	X
HireDate	DateTime	Hire Date	X		X	X
ManagerSubmitStatus	Boolean	Manager Submit Status	X		X	X
NewAnnualSalary	Float	New Annual Salary in the Employer/Company/Organization Currency	X		X	X
NewAnnualSalaryLocal	Float	New Annual Salary in the Employee Currency	X		X	X
NewCompaRatio	Float	New Comparison Ratio	X		X	X
NewFlsaStatus	String	New FLSA status	X		X	X
NewHourlySalary	Float	New Hourly Salary in the Employer/Company/Organization Currency	X		X	X
NewHourlySalaryLocal	Float	New Hourly Salary in the Employee Currency	X		X	X
NewMonthlySalary	Float	New Monthly Salary in the Employer/Company/Organization Currency	X		X	X
NewMonthlySalaryLocal	Float	New Monthly Salary in the Employee Currency	X		X	X
PerformanceRatingDate	DateTime	Date of the Performance Rating	X		X	X
RatingEligibility	Boolean	Indicates if the employee is eligible to be rated	X		X	X
RehireDate	DateTime	Re-Hire Date	X		X	X
StandardHours	Float	Standard Hours	X		X	X
TotalIncreaseAmount	Float	Total Increase Amount in the Employer/Company/Organization Currency	X		X	X
TotalIncreaseAmountLocal	Float	Total Increase Amount in the Employee Currency	X		X	X
TotalIncreasePercent	Float	Total Increase Percent	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
BasePay	BasePay	The base pay	0..N	X		X	X	X	X

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Bonus	Bonus	The bonus	0..N	X		X	X	X	X
CompensationCycle	CompensationCycle	The compensation cycle	1	X		X	X	X	
Country	Location	The Location	1	X		X	X	X	
Currency	Currency	The currency	1	X		X	X	X	
CurrentSalaryGrade	SalaryGrade	The current salary grade	0..1	X		X	X	X	
Department	Department	The department	0..1	X		X	X	X	
Employee	Employee	The employee	1	X		X	X	X	
EmployeeCompensationStatus	EmployeeCompensationStatus	The employee compensation status	1	X		X	X	X	
EmployeeCompensationType	EmployeeCompensationType	The employee compensation type	1	X		X	X	X	
JobRole	JobRole	The jobrole	0..1	X		X	X	X	
Manager	Employee	The manager	0..1	X		X	X	X	
NewSalaryGrade	SalaryGrade	The new salary grade	0..1	X		X	X	X	
Organization	Organization	The organization	1	X		X	X	X	
PerformanceRatingValue	PerformanceRatingValue	The performance rating value	0..1	X		X	X	X	
Stocks	Stock	The Stocks	0..N	X		X	X	X	X

Field Details

Field: Comment

Description

Comment.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	No

Field: CompensationCycleCode

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationManagerEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationManagerSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CurrentAnnualSalary

Description

Current Annual Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentAnnualSalaryLocal

Description

Current Annual Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentAnnualSalaryProrated

Description

Current Annual Salary Prorated in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentAnnualSalaryProratedLocal

Description

Current Annual Salary Prorated in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentCompaRatio

Description

Current Comparison Ratio.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: CurrentFlsaStatus

Description

Current FLSA status.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: CurrentHourlySalary

Description

Current Hourly Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentHourlySalaryLocal

Description

Current Hourly Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentMonthlySalary

Description

Current Monthly Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: CurrentMonthlySalaryLocal

Description

Current Monthly Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: EmployeeDoneStatus

Description

Employee Done Status.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: FullPartTime**Description**

Full Part Time.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: HireDate**Description**

Hire Date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: ManagerSubmitStatus**Description**

Manager Submit Status.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: NewAnnualSalary

Description

New Annual Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: NewAnnualSalaryLocal

Description

New Annual Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: NewCompaRatio

Description

New Comparison Ratio.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: NewFlsaStatus

Description

New FLSA status.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: NewHourlySalary

Description

New Hourly Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: NewHourlySalaryLocal

Description

New Hourly Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: NewMonthlySalary

Description

New Monthly Salary in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: NewMonthlySalaryLocal

Description

New Monthly Salary in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: PerformanceRatingDate

Description

Date of the Performance Rating.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: RatingEligibility

Description

Indicates if the employee is eligible to be rated.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: RehireDate

Description

Re-Hire Date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: StandardHours

Description

Standard Hours.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: TotalIncreaseAmount

Description

Total Increase Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: TotalIncreaseAmountLocal

Description

Total Increase Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: TotalIncreasePercent

Description

Total Increase Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Relation Details

Relation: BasePay

Description

The base pay.

Specifications

Name	Value
Related Entity	BasePay
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: Bonus

Description

The bonus.

Specifications

Name	Value
Related Entity	Bonus
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: CompensationCycle

Description

The compensation cycle.

Specifications

Name	Value
Related Entity	CompensationCycle
Cardinality	1

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Country

Description

The Location.

Specifications

Name	Value
Related Entity	Location
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Currency

Description

The currency.

Specifications

Name	Value
Related Entity	Currency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: CurrentSalaryGrade

Description

The current salary grade.

Specifications

Name	Value
Related Entity	SalaryGrade
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: Department

Description

The department.

Specifications

Name	Value
Related Entity	Department
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: Employee

Description

The employee.

Specifications

Name	Value
Related Entity	Employee
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: EmployeeCompensationStatus

Description

The employee compensation status.

Specifications

Name	Value
Related Entity	EmployeeCompensationStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: EmployeeCompensationType

Description

The employee compensation type.

Specifications

Name	Value
Related Entity	EmployeeCompensationType
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobRole

Description

The jobrole.

Specifications

Name	Value
Related Entity	JobRole
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: Manager

Description

The manager.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: NewSalaryGrade

Description

The new salary grade.

Specifications

Name	Value
Related Entity	SalaryGrade
Cardinality	0..1

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: Organization

Description

The organization.

Specifications

Name	Value
Related Entity	Organization
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Relation: PerformanceRatingValue

Description

The performance rating value.

Specifications

Name	Value
Related Entity	PerformanceRatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No

Name	Value
Remove	Yes

Relation: Stocks

Description

The Stocks.

Specifications

Name	Value
Related Entity	Stock
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

EmployeeCompensationStatus

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

EmployeeCompensationType

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

EmployeeMetrics

Description

The employee metrics contains valuable and sensitive information regarding an Employee.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [EmployeeMetricsSecurityDenormalizationRule].

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CompetencyScore	Float	The last official review competency score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.	X		X	X
CompetencyScoreDate	DateTime	The date the last official review competency score of the employee has been set.	X			
GoalScore	Float	The last official review goal score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.	X		X	X
GoalScoreDate	DateTime	The date the last official review goal score of the employee has been set.	X			

Field Name	Type	Description	Export	Search	Create	Update
LastReviewScore	Float	The last official review score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.	X		X	X
LastReviewScoreDate	DateTime	The date the last official review score of the employee has been set.	X			
PromotabilityReadinessEnd	Integer		X	X		
PromotabilityReadinessSet Date	DateTime	The promotability readiness metric determines in what time frame the employee will be ready for a promotion. The set date indicates the moment that the information was captured. For example, a promotability readiness set date, start and end equal to 01/12/07, 6, 12 means that on Dec 1st, 2007, it was evaluated that the employee is ready for a promotion in 6 months to 1 year. It is important to note that the readiness estimate does not change automatically when time elapses. On May 1st, the employee will still show a 6-12 months readiness time frame (just that this information was captured on Dec 1st).	X		X	X
PromotabilityReadinessStart	Integer		X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Employee	Employee	Employee associated to the employee metrics.	1	X	X				
EmployeePotential	EmployeePotential	The potential of the employee to be promoted to another job or position.	1	X	X	X	X		
EmployeeRiskOfLoss	EmployeeRiskOfLoss	The risk of losing this employee to an internal transfer or an external company.	1	X	X	X	X		
MetricValues	ConfigurableMetric		0..N	X	X				

Field Details

Field: CompetencyScore

Description

The last official review competency score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [CompetencyScoreUpdatedHistory] is responsible to call the service that create the tracking history when the CompetencyScore value is updated.
2. [EmployeeCompetencyScoreComputation] Set the CompetencyScoreDate when the CompetencyScore is changed.

Field: CompetencyScoreDate

Description

The date the last official review competency score of the employee has been set.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: GoalScore

Description

The last official review goal score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [GoalScoreUpdatedHistory] is responsible to call the service that create the tracking history when the GoalScore value is updated.
2. [EmployeeGoalScoreComputation] Set the GoalScoreDate when the GoalScore is changed.

Field: GoalScoreDate

Description

The date the last official review goal score of the employee has been set.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: LastReviewScore

Description

The last official review score of the employee, normalized value between 0 and 1. This attribute may be null if no score was provided in the system.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [LastReviewScoreUpdatedHistory] is responsible to call the service that create the tracking history when the LastReviewScore value is updated.
2. [EmployeeLastReviewScoreComputation] LastReviewScoreDate is set when LastReviewScore is set.

Field: LastReviewScoreDate

Description

The date the last official review score of the employee has been set.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: PromotabilityReadinessEnd

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: PromotabilityReadinessSetDate

Description

The promotability readiness metric determines in what time frame the employee will be ready for a promotion.

The set date indicates the moment that the information was captured.

For example, a promotability readiness set date, start and end equal to 01/12/07, 6, 12 means that on Dec 1st, 2007, it was evaluated that the employee is ready for a promotion in 6 months to 1 year.

It is important to note that the readiness estimate does not change automatically when time elapses. On May 1st, the employee will still show a 6-12 months readiness time frame (just that this information was captured on Dec 1st).

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: PromotabilityReadinessStart

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Employee

Description

Employee associated to the employee metrics.

Specifications

Name	Value
Related Entity	Employee
Cardinality	1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: EmployeePotential

Description

The potential of the employee to be promoted to another job or position.

Specifications

Name	Value
Related Entity	EmployeePotential
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: EmployeeRiskOfLoss

Description

The risk of losing this employee to an internal transfer or an external company.

Specifications

Name	Value
Related Entity	EmployeeRiskOfLoss
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: MetricValues

Description

Specifications

Name	Value
Related Entity	ConfigurableMetric
Cardinality	0..N

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. [EmployeePromotabilityReadinessComputation] Promotability Readiness set date is set when readiness start or end is set.
2. [EmployeeMetricOneValuePerTypeRule] An employee can only have one value for a given MetricType.
3. [EmployeeMetricValuesActiveRule] Only active metric values can be added to EmployeeMetrics.
4. [EmployeeMetricDefaultValuesComputation] Set the GoalScoreDate when the GoalScore is changed.
5. [EmployeeConfigurableMetricsUpdatedHistory] is responsible to call the service that create the tracking history when a EmployeeMetrics ConfigurableMetric value is updated.

EmployeePicture

Description

The employee picture contains an image of the likeness of the employee. Currently only the JPG format is supported and the size must be small.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Checksum	Base64Gzip	The checksum of the picture	X			
Picture	Base64Gzip	The picture contains an image of the likeness of the employee. It is resized (48x48) and compress in the jpeg format	X		X	X
PictureMedium	Base64Gzip	The picture contains an image of the likeness of the employee. It is resized (256x256) and compress in the jpeg format. This field is updated when the picture field value is changed.	X			

Field Details

Field: CheckSum

Description

The checksum of the picture.

Specifications

Name	Value
Data Type	Base64Gzip
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: Picture

Description

The picture contains an image of the likeness of the employee. It is resized (48x48) and compress in the jpeg format.

Specifications

Name	Value
Data Type	Base64Gzip
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This rule is responsible to validate that the image (byte[]) size is within a given limit. Two parameters must be defined in the XML repository: maxheight and maxwidth.

2. This rule is responsible to validate that the image (byte[]) is in a supported format (jpeg, gif, bmp, png)
3. [EmployeePictureResizeComputation]

Field: PictureMedium

Description

The picture contains an image of the likeness of the employee. It is resized (256x256) and compress in the jpeg format. This field is updated when the picture field value is changed.

Specifications

Name	Value
Data Type	Base64Gzip
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Constraints

1. This rule is responsible to validate that the image (byte[]) size is within a given limit. Two parameters must be defined in the XML repository: maxheight and maxwidth.
2. This rule is responsible to validate that the image (byte[]) is in a supported format (jpeg, gif, bmp, png)
3. [EmployeePictureMediumResizeComputation]

EmployeePotential

Description

The potential of the employee to be promoted to another job or position.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for EmployeePotential.

Number	Name
0	NotSpecified
1	Low
2	Medium

Number	Name
3	High

Field Details

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

EmployeeRiskOfLoss

Description

The risk of losing this employee to an internal transfer or an external company.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for EmployeeRiskOfLoss.

Number	Name
0	NotSpecified
1	Low
2	Medium

Number	Name
3	High

Field Details

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

EmployeeStatus

Description

The current employment status of the employee.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code of this enumeration value.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for EmployeeStatus.

Number	Name
1	New
2	Current
3	Terminated

Field Details

Field: Code

Description

The unique code of this enumeration value.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

EmploymentStatus

Description

Employee Status lookup values. It determines the desired person's employment status.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for EmploymentStatus.

Number	Name
1	Regular
3	Contractual

Number	Name
4	Temporary
5	LimitedTerm

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Entity

Description

Base entity type for all entities in this model.

Specifications

Name	Value
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Experience

Description

This entity represents an experience that a person has working, or working in a Specific field or occupation.

(removeCheckOnCreate=true,removeCheckOnRead=true, removeCheckOnUpdate=true, RemoveCheckOnDelete=true)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseApplicationUpdateComputationalRule] is a computational rule that will recalculate the display sequence of the [Experience/Certification/Reference/Study] in a manner the the display sequence will start from 1 to the number of [Experience/ApplicationCertification/Reference/Study] that are linked to the application.
- 2.
3. [DefaultApplicationExperienceUpdateTrackingRule] is a computational rule that will track updates of the [Experience] entity. Instead of let all fields manage their own history tracking, this class will track only fields which have tracking activated.
4. [CBRExperienceAdded] is a computational rule that is responsible to create a tracking item when an [Experience] is created.
5. [CBRExperienceDeleted] is a computational rule that is responsible to create a tracking item when an [Experience] is deleted.

6. [CBRExperienceUDFUpdateLastModifiedDate] is responsible to update the fields [CSUser.fLastModifiedDate] and [CSUser.fLastActivityDate] when some custom fields of the [Experience] entity change.
7. [UpdateLastModifiedDateExperience]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
BeginDate	DateTime	This field is the date when the candidate began working for this job.	X	X	X	X
CurrentEmployer	Boolean	This field indicates if it is or not the employer for whom the candidate is currently working.	X	X	X	X
DisplaySequence	Integer	This field determines the order to display this experience among the candidate's experiences. It's also a part of the key (Candidate, Requisition, ProfileLanguage, displaySequence) identifying a specific candidate's experience for a specific application and for a specific profile language.	X	X	X	X
EndDate	DateTime	This field is the date when the candidate stopped working for this job.	X	X	X	X
LastModifiedDate	DateTime	The last modification date of the Experience	X			
NameWhileEmployed	String	This field defines the name the candidate was using when working for this company.	X		X	X
Number	Integer	The unique internal id of the entity	X			
OtherEmployerName	String	This field is used when the candidate's employer is not listed in the employers list. It contains the candidate's employer name.	X	X	X	X
OtherJobTitle	String	This field is used when the candidate's job function is not listed in the job functions list. It contains the candidate's job function name.	X	X	X	X
PermissionToContact	Boolean	This field hold the value to identify if the recruiter have the permission to contact the old supervisor.	X		X	X
ReasonForLeaving	String	Contains the reason why the person left this employer.	X	X	X	X
Responsibility	String	This field is the description of the responsibilities the candidate had or has for this job.	X	X	X	X
Supervisor	String	This field is the name of the candidate's supervisor.	X	X	X	X
SupervisorEmail	String	This field hold the value of the supervisor address email.	X		X	X
SupervisorPhone	String	This field is the phone number of the candidate's supervisor.	X	X	X	X
SupervisorTitle	String	This field hold the value of the supervisor title during the employment.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Employer	CieEmployer	This field represents the employer related to the candidate's experience.	0..1	X	X	X	X	X	X
JobFunction	JobField	This field represents the job function related to the candidate's experience.	0..1	X	X	X	X	X	X
Location	NetworkLocation	Indicate where this employer is located.	0..1	X	X	X	X		X
ProfileInformation	ProfileInformation	Link the experience to the profile information.	1	X	X	X	X		

Field Details

Field: BeginDate

Description

This field is the date when the candidate began working for this job.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The begin date cannot be later than the end date.
2. [ExperienceBeginDateEndDateRule] is responsible to validate that the experience begin date is not after the end date.

3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: CurrentEmployer

Description

This field indicates if it is or not the employer for whom the candidate is currently working.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 0 and 1.
2. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
3. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: DisplaySequence

Description

This field determines the order to display this experience among the candidate's experiences. It's also a part of the key (Candidate, Requisition, ProfileLanguage, displaySequence) identifying a specific candidate's experience for a specific application and for a specific profile language.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 1 and 99999.
- 2.
3. This field is mandatory, a value must be supplied.

Field: EndDate

Description

This field is the date when the candidate stopped working for this job.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The end date must be later than the begin date.
2. [ExperienceBeginDateEndDateRule] is responsible to validate that the experience begin date is not after the end date.
3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: LastModifiedDate

Description

The last modification date of the Experience.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: NameWhileEmployed

Description

This field defines the name the candidate was using when working for this company.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).

Field: Number

Description

The unique internal id of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: OtherEmployerName

Description

This field is used when the candidate's employer is not listed in the employers list. It contains the candidate's employer name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field must be null if the employer field is not null.
2. String length : min (0), max (100).
3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: OtherJobTitle

Description

This field is used when the candidate's job function is not listed in the job functions list. It contains the candidate's job function name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field must be null if the job function field is not null.
2. String length : min (0), max (100).
3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: PermissionToContact

Description

This field hold the value to identity if the recruiter have the permission to contact the old supervisor.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: ReasonForLeaving

Description

Contains the reason why the person left this employer.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (4000).

Field: Responsibility

Description

This field is the description of the responsibilities the candidate had or has for this job.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (3000).
2. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.

- [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: Supervisor

Description

This field is the name of the candidate's supervisor.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (100).
- [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
- [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: SupervisorEmail

Description

This field hold the value of the supervisor address email.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Constraints

1. String length : min (0), max (100).
2. [EmailAddressFieldRule] This rule validate that a string value is a valid email address. The string may contain more than one email address separated by a delimiter. If this is the case you should specify the delimiter parameter. If no delimiter is specified the string will not be tokenized. So the string "patate@patate.com,toto@toto.com" will be valid if you use the ',' delimiter. It will fail if no delimiter are specified. Rule parameters: name="delimiter" (optional) The delimiter will be used to tokenize the string. This can be usefull if there is multiple email addresses in the string. Note that multiple delimiter can be used (ex: delimiter=";").

Field: SupervisorPhone

Description

This field is the phone number of the candidate's supervisor.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
3. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Field: SupervisorTitle

Description

This field hold the value of the supervisor title during the employment.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).

Relation Details

Relation: Employer

Description

This field represents the employer related to the candidate's experience.

Specifications

Name	Value
Related Entity	CieEmployer
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
2. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Relation: JobFunction

Description

This field represents the job function related to the candidate's experience.

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Experience] is modified.
2. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Experience] is modified.

Relation: Location

Description

Indicate where this employer is located.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	No

Relation: ProfileInformation

Description

Link the experience to the profile information.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

FieldCardinality

Description

This entity defines how many values a custom field may contain.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for FieldCardinality.

Number	Name
1	Single
2	Multiple

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

FieldDomain

Description

This entity defines the data types a custom field may contain.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for FieldDomain.

Number	Name
1	Boolean
2	Number
3	Date
4	DateTz

Number	Name
5	Text
6	TextMI
7	Selection

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

FunctionalDomain

Description

Functional Domains are used to classify Functional Permissions.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code of the functional domain	X	X		
Name	String	The name of the functional domain	X	X		

Field Details

Field: Code

Description

The code of the functional domain.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

The name of the functional domain.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

FunctionalRole

Description

The user defined role represent a role that is created and modified by the user. This role can have a regional assignee. The user defined role must have a default assignee to fall back when no other user can be resolved.

Specifications

Name	Value
Parent Entity	BaseRole
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String		X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X
RoleNo	Integer		X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
DefaultAssignee	User		1	X	X	X	X		
regionalAssignees	RoleAssignment		0..N	X	X				
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (765).

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: RoleNo

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: DefaultAssignee

Description

Specifications

Name	Value
Related Entity	User
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: regionalAssignees

Description

Specifications

Name	Value
Related Entity	RoleAssignment
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inac-

tive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.

3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

Group

Description

Group entity that defines a set of users.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [GroupLinkedToExternalAccountRule] Could not delete Group if linked to a JobBoard.
2. [GroupLinkedToJobInformationRule] Could not delete Group if linked to a JobInformation.
3. [GroupLinkedToExternalAccountRule] Force deletion of FolderGroup when Group if linked to any Folder.
- 4.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Group's description	X	X	X	X
Name	String	Group's name	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
OLFCoverageAreas	OLFCoverageArea		0..N	X	X	X	X	X	X

Field Details

Field: Description

Description

Group's description.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).
2. [GroupDescriptionUniqueRule] Name of children of a similar parent must be unique (case insensitive through all brother, considering each language separately)
3. [GroupDescriptionTranslatedRule]

Field: Name

Description

Group's name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (25).
4. [GroupNameUniqueRule] Code must be unique (case insensitive) if not empty within the specified realm.

Relation Details

Relation: OLFCoverageAreas

Description

Specifications

Name	Value
Related Entity	OLFCoverageArea
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

HierarchicalRole

Description

The Hierarchical role represent a role hierarchy within a business. This role is assigned to users. There can be one and only one parent of the role in the hierarchy..

Specifications

Name	Value
Parent Entity	BaseRole
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [AvoidCircularReferencesInRoleHierarchy]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String		X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X
RoleNo	Integer		X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
HierarchicalRole	HierarchicalRole		0..1	X	X	X	X		
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (765).

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: RoleNo

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: HierarchicalRole

Description

Specifications

Name	Value
Related Entity	HierarchicalRole
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

HireType

Description

HireType.

This lookup entity indicates the hire type used (Professional, Hourly, Campus, etc.).

Specifications

Name	Value
Parent Entity	BaseEditableResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for HireType.

Number	Name
1	Professional
2	Hourly
3	Campus
4	Contingent
5	Executives
6	All
-7	PipelineGeneral
-8	PipelineExecutives

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No

Name	Value
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

IncreaseType

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

Industry

Description

Class that represents the Taleo Reference Industry.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Description	String		X	X		
Number	Integer	Unique identifier generated by system	X	X		

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Description

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

Unique identifier generated by system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

InfoFeeder

Description

This lookup entity indicates who has feed the information about a candidate (Recruiter, Agent, ...)

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Public identifier of the info feeder.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for InfoFeeder.

Number	Name
0	Unknown
1	Candidate
2	Recruiter

Number	Name
3	Referrer
4	Agent

Field Details

Field: Code

Description

Public identifier of the info feeder.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

IntegrationCustomField

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
MetaClassJavaName	String		X	X		
Name	String	The name of the custom field	X	X	X	X

Field Details

Field: [MetaClassJavaName](#)

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

The name of the custom field.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

InterestInternationalAssignment

Description

Interest International Assignment lookup values. It determines the level of interest for a person in being relocated internationally.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code of this enumeration value.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for InterestInternationalAssignment.

Number	Name
2	YesAnswer
3	NoAnswer

Number	Name
4	DependsOnLocation

Field Details

Field: Code

Description

The unique code of this enumeration value.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

JobCode

Description

Job codes are meant as a convenience way to map several customer job codes to

One defined in Taleo.

This concept is optional and mainly for use for system to system integration.

Job codes are only available for management through the Connect interface.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [JobCodeLinkedToJobRoleRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique identifier of the external job code.	X		X	X

Field Details

Field: Code

Description

The unique identifier of the external job code.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

JobField

Description

Class that represents company-specific Job Fields.

This is the list of company employment domains, with a hierarchical view.

Specifications

Name	Value
Parent Entity	BaseJobField
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
CustomerID	String	The JobField internal identifier specified by the customer. Used for referencing a jobfield identifier known in another external system for integration purposes.	X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Locked	Boolean	Indicates if jobfield is locked or not	X			
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Children	BaseComposite	Reference to the children of a specific composite. This list of composite is read-only	0..N	X	X				
NetworkJobField	NetworkJobField	Associated Network JobField for this Company JobField	0..1	X	X	X	X	X	
Parent	BaseComposite	Reference to the parent of a specific composite	0..1	X	X	X	X		
Sequence	BaseCompositeSequence	Sequence of the composite	0..1	X					
Status	AdminEntityStatus	Reference to the Administration Entity Status of the composite	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.
- This Rule checks if the FIELD contains space character at the beginning or at the end. Return Success FIELD do not contains any space character at the beginning or at the end. Return Failure if FIELD contains space character at the beginning or at the end.

- 3. String length : min (0), max (250).
- 4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CustomerID

Description

The JobField internal identifier specified by the customer. Used for referencing a jobfield identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- 1. String length : min (0), max (50).
- 2. [CieJobFieldCustomerIDUniqueRule]

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Locked

Description

Indicates if jobfield is locked or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: Name

Description

Name of the composite (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Children

Description

Reference to the children of a specific composite. This list of composite is read-only.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: NetworkJobField

Description

Associated Network JobField for this Company JobField.

Specifications

Name	Value
Related Entity	NetworkJobField
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Constraints

1. [MandatoryForActivationRule]. This rule is used to validate that a field is not empty when the entity is activated. It can be used only on any entity that extends BaseAdminEntity or BaseComposite.
- 2.

Relation: Parent

Description

Reference to the parent of a specific composite.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Sequence

Description

Sequence of the composite.

Specifications

Name	Value
Related Entity	BaseCompositeSequence
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity Status of the composite.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [BaseCompositeStatusLifecycleRule] makes sure the composite is active before inactive.
2. [BaseCompositeStatusRule] makes sure the composite status is active/inactive/draft only since other status are not supported.

JobFieldLevel

Description

Company JobField specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

JobFieldSequence

Description

Company JobField specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

JobLevel

Description

Job Level lookup values. It determines the available job levels in the system.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for JobLevel.

Number	Name
1	EntryLevel
2	IndividualContributor

Number	Name
3	TeamLeader
4	Manager
5	Director
6	Executive
7	ManagerWithDirectReports
8	ManagerWithoutDirectReports
9	SeniorExecutive

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

JobProfile

Description

The job profile that specifies the requirements to execute a job.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CertificationRequirements	CertificationRequirement	Set of required or asset certifications.	0..N	X		X	X	X	X
CompetencyRequirements	CompetencyRequirement	Set of required or asset competencies.	0..N	X		X	X	X	X

Field Details

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [JobProfileLastModifiedDateRule] - This rule ensures that the lastModifiedDate of a JobPosition is set correctly when its JobProfile changed.

Relation Details

Relation: CertificationRequirements

Description

Set of required or asset certifications.

Specifications

Name	Value
Related Entity	CertificationRequirement
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: CompetencyRequirements

Description

Set of required or asset competencies.

Specifications

Name	Value
Related Entity	CompetencyRequirement
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

JobProfileRequirement

Description

A specific requirement for a job profile.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	The display sequence for the requirement.	X		X	X
Weight	Integer	The relative weight of the requirement.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Importance	ProfileImportance	The relative importance of the requirement.	1	X		X	X		

Field Details

Field: DisplaySequence

Description

The display sequence for the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

Field: Weight

Description

The relative weight of the requirement.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

2.

Relation Details

Relation: Importance

Description

The relative importance of the requirement.

Specifications

Name	Value
Related Entity	ProfileImportance
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

JobRole

Description

A job role is a generic definition of job that applies to all employees - as

Opposed to a position, which is a specific instance of a job. Actually, a

Position can be defined as a job role joined to an organization and a location.

A job role has a code, name and definition for documentation purposes and also

Supports the concept of a job profile that specifies the requirements to

Execute the job.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [JobRoleCompetencyStatusRule]
2. [JobRoleJobFieldStatusRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
CustomerID	String	The JobRole internal identifier specified by the customer. Used for referencing a job role identifier known in another external system for integration purposes.	X	X	X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
DefaultDefinition	JobRoleDefinition	A job role has a code, name and definition for documentation purposes.	1	X		X			
JobCodes	JobCode	Job codes are meant as a convenience way to map several customer job codes to one defined in Taleo. This concept is optional and mainly for use for system to system integration. Job codes are only available for management through the Connect interface.	0..N	X	X	X	X	X	X
JobField	JobField	The job field of the job role.	1	X	X	X	X		
JobLevel	JobLevel	The job level of the job role.	1	X	X	X	X		
JobProfile	JobProfile	The job profile that specifies the requirements to execute a job.	1	X		X			
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: CustomerID

Description

The JobRole internal identifier specified by the customer. Used for referencing a job role identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
- 2.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: DefaultDefinition

Description

A job role has a code, name and definition for documentation purposes.

Specifications

Name	Value
Related Entity	JobRoleDefinition
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobCodes

Description

Job codes are meant as a convenience way to map several customer job codes to one defined in Taleo.

This concept is optional and mainly for use for system to system integration. Job codes are only available for management through the Connect interface.

Specifications

Name	Value
Related Entity	JobCode
Cardinality	0..N
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: JobField

Description

The job field of the job role.

Specifications

Name	Value
Related Entity	JobField
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobLevel

Description

The job level of the job role.

Specifications

Name	Value
Related Entity	JobLevel
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Name	Value
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobProfile

Description

The job profile that specifies the requirements to execute a job.

Specifications

Name	Value
Related Entity	JobProfile
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

JobRoleDefinition

Description

A job role has a code, name and definition for documentation purposes.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

- [JobRoleContextMandatoryForDefinitionRule]
- [JobRoleContextForDefaultDefinitionRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	The description of the job.	X		X	X
DescriptionText	String	Plain text version of the job role definition description field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition description.	X			
Qualifications	String	The qualifications of the job.	X		X	X
QualificationsText	String	Plain text version of the job role definition qualifications field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition qualifications.	X			
Responsibilities	String	The responsibilities of the job.	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
ResponsibilitiesText	String	Plain text version of the job role definition responsibilities field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition responsibilities.	X			

Field Details

Field: Description

Description

The description of the job.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

- [JobRoleDefinitionTranslatedRule] If a value exist for a field of the Default Definition in the JobRole base locale, this field must be translated in all supported locales to activate the JobRole.
- [JobRoleDefinitionDescriptionConvertToTextComputation]

Field: DescriptionText

Description

Plain text version of the job role definition description field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition description.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	No

Constraints

1. String length : min (0), max (5000).

Field: Qualifications

Description

The qualifications of the job.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [JobRoleDefinitionTranslatedRule] If a value exist for a field of the Default Definition in the JobRole base locale, this field must be translated in all supported locales to activate the JobRole.
2. [JobRoleDefinitionQualificationsConvertToTextComputation]

Field: QualificationsText

Description

Plain text version of the job role definition qualifications field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition qualifications.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	No

Constraints

1. String length : min (0), max (5000).

Field: Responsibilities

Description

The responsibilities of the job.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [JobRoleDefinitionTranslatedRule] If a value exist for a field of the Default Definition in the JobRole base locale, this field must be translated in all supported locales to activate the JobRole.

2. [JobRoleDefinitionResponsibilitiesConvertToTextComputation]

Field: ResponsibilitiesText

Description

Plain text version of the job role definition responsibilities field that supports rich-text markup. This field is automatically converted and filled when populating the job role definition responsibilities.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	No

Constraints

1. String length : min (0), max (5000).

JobSchedule

Description

Job Schedule lookup values. It determines the available job schedule types in the system.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for JobSchedule.

Number	Name
1	FullTime
2	PartTime

Number	Name
3	Worksharing
4	PerDiem
5	Contingent

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

JobShift

Description

Job Shift lookup values. It determines the available job shifts in the system.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for JobShift.

Number	Name
1	DayJob
2	EveningJob

Number	Name
3	NightJob
4	OnCall
5	Variable
6	FlexTime
7	Weekend
8	Rotating

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No

Name	Value
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

JobType

Description

Job Type lookup values. It determines the available job types in the system.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for JobType.

Number	Name
1	Standard
2	Internship

Number	Name
3	Cooperative
4	SummerJob
5	GraduateJob
6	TemporaryWork
7	Experienced
8	Apprenticeship

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No

Name	Value
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Language

Description

This entity represent a language that is supported by our applications.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Public identifier of the language.	X	X		
Description	String	Textual representation of the entity.	X	X		
ISO	String	The ISO code of the language.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for Language.

Number	Name
-1	X
1	French

Number	Name
2	English
3	Spanish
4	German
5	Italian
6	Dutch
7	FrenchFr
8	EnglishUk
9	SimplifiedChinese
10	Japanese
11	PortugueseBr
12	Swedish
13	Danish
14	Polish
15	Russian
16	Finnish
17	Czech
18	TraditionalChinese
19	Korean
20	Thai
21	Malay
22	Catalan
23	Turkish
24	Slovak
25	Estonian
26	Norwegian
27	Bulgarian
28	Croatian
29	Hungarian
30	Romanian
31	Greek
32	Serbian
33	Lithuanian

Field Details

Field: Code

Description

Public identifier of the language.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: ISO

Description

The ISO code of the language.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Location

Description

Class that represents a company's specific location.

A company location represents a geographical region. Only locations that are Useful to the company are present in this structure. Location is used in the Application to define a country; it could also define a State (or province), a Region and a city. It usually describes locations where activities happen Within the company. As far as country, state and region are concerned, they Should be a subset of the reference location structure.

Specifications

Name	Value
Parent Entity	BaseLocation
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CieLocationNetworkLocationMandatoryRule] The field CieLocation.NetworkLocation is mandatory when {@link CieLocation} is Active.
2. [CieLocationWorkLocationRule] if the CieLocationLevel is a Work then {@link CieLocation} must contain a WorkLocation.
3. [LastModifiedOnCieLocationComputationRule]
4. Validate on CieLocation creation and update we validate if worklocation (if any) are allowed at this level. Prevent worklocation to be created at any level via integration.
- 5.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Abbreviation	String	Abbreviation of the location	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
CustomerID	String	The Location internal identifier specified by the customer. Used for referencing a location identifier known in another external system for integration purposes.	X	X	X	X
LastModifiedOn	DateTime		X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		
ZipCode	String	Zip code of the location	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Children	BaseComposite	Reference to the children of a specific composite. This list of composite is read-only	0..N	X	X				
NetworkLocation	NetworkLocation	Associated Network Location for this Company Location	0..1	X	X	X	X	X	
Parent	BaseComposite	Reference to the parent of a specific composite	0..1	X	X	X	X		
Sequence	BaseCompositeSequence	Sequence of the composite	0..1	X					
Status	AdminEntityStatus	Reference to the Administration Entity Status of the composite	1	X	X	X	X		
WorkLocation	WorkLocation		0..1	X	X	X	X	X	X

Field Details

Field: Abbreviation

Description

Abbreviation of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (15).

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.

2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CustomerID

Description

The Location internal identifier specified by the customer. Used for referencing a location identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [CieLocationCustomerIDUniqueRule]

Field: LastModifiedOn

Description

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ZipCode

Description

Zip code of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (20).

Relation Details

Relation: Children

Description

Reference to the children of a specific composite. This list of composite is read-only.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: NetworkLocation

Description

Associated Network Location for this Company Location.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Constraints

- 1.

Relation: Parent

Description

Reference to the parent of a specific composite.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Sequence

Description

Sequence of the composite.

Specifications

Name	Value
Related Entity	BaseCompositeSequence
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity Status of the composite.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [BaseCompositeStatusLifecycleRule] makes sure the composite is active before inactive.
2. [BaseCompositeStatusRule] makes sure the composite status is active/inactive/draft only since other status are not supported.

Relation: WorkLocation

Description

Specifications

Name	Value
Related Entity	WorkLocation
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

LocationLevel

Description

Company location specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [CieLocationWorkLocationRule] if the CieLocationLevel is a Work then {@link CieLocationLevel} must be the last level active.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

LocationSequence

Description

Company Location specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

Lookup

Description

Base entity type for all lookup entities in this model.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

MatrixManager

Description

MatrixManager determines the relationship between an employee and an external Manager. Usually, matrix managers are people requested by the employee's direct Manager to have access to one or more of his employees. It usually takes place during a delegation or temporary replacement of management responsibilities. A Matrix manager is also known as a proxy.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. MatrixManager creation rule. Cannot create a Matrix Manager request if the Enable Matrix Management setting is turned off.
2. Cannot add a delegated employee if this employee has already reached the number of maximum matrix manager allowed. See Number of Matrix Managers setting.
3. Cannot create a Matrix Manager request if the manager requester has already reached the number of maximum requests allowed. See Number of Matrix Management Requests setting.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DelegateTasks	Boolean	Indicates if the tasks about one of the managed employees are to be delegated to the matrix manager.	X		X	X
FromDate	DateTime	The date the matrix manager starts to have access to specified employees.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
ToDate	DateTime	The date the matrix manager stops having access to specified employees.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
DelegatedEmployees	Employee	The employees associated to the matrix manager. The matrix manager has access and responsibilities on these employees.	0..N	X		X	X	X	X
ManagerRequester	Employee	The employee requester for a matrix manager. It represents the manager who delegated its responsibilities on a matrix manager.	1	X	X	X			
MatrixManager	Employee	The employee associated to the matrix manager. It represents the matrix manager itself.	1	X	X	X			

Field Details

Field: DelegateTasks

Description

Indicates if the tasks about one of the managed employees are to be delegated to the matrix manager.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: FromDate

Description

The date the matrix manager starts to have access to specified employees.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. MatrixManager fromDate rule. From Date is not mandatory, however, it must be before To Date.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ToDate

Description

The date the matrix manager stops having access to specified employees.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. MatrixManager toDate rule. To Date is not mandatory, however, it must be after From Date.

Relation Details

Relation: DelegatedEmployees

Description

The employees associated to the matrix manager. The matrix manager has access and responsibilities on these employees.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Constraints

1. Delegated Employee Mandatory rule. At least one employee must be identified during the management request.
2. Manager requester must not be part of the delegated employees.
3. Matrix manager must not be part of the delegated employees.
4. Delegated employees identified must be in the range of access of the manager requester. In other words, they must be direct or indirect reports of the manager requester.

Relation: ManagerRequester

Description

The employee requester for a matrix manager. It represents the manager who delegated its responsibilities on a matrix manager.

Specifications

Name	Value
Related Entity	Employee
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. The combination of manager requester and matrix manager must be unique. In other words, a manager cannot request a matrix manager twice.
3. Matrix manager must be different from manager requester.
4. Manager requester must not be part of the delegated employees.
5. Matrix manager cannot be updated. Manager requester cannot be updated.

Relation: MatrixManager

Description

The employee associated to the matrix manager. It represents the matrix manager itself.

Specifications

Name	Value
Related Entity	Employee
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. The combination of manager requester and matrix manager must be unique. In other words, a manager cannot request a matrix manager twice.
3. Matrix manager must be different from manager requester.
4. Matrix manager must not be part of the delegated employees.
5. Delegated employees identified must be in the range of access of the manager requester. In other words, they must be direct or indirect reports of the manager requester.
6. Matrix manager cannot be updated. Manager requester cannot be updated.

MetricType

Description

This class is a lookup class that define all the possible employee metric types available in the system. For now the types are sourced by Taleo only.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for MetricType.

Number	Name
1	EmployeeRiskOfLoss

Number	Name
2	EmployeePotential
3	PromotabilityReadiness
4	ReassignmentCandidate
5	EmployeeImpactOfLoss

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

NetworkJobField

Description

Class that represents network Job Field.

This is the list of employment domains, with a hierarchical view.

Specifications

Name	Value
Parent Entity	BaseJobField
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X
Number	Integer	Unique identifier generated by the system	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No

Name	Value
Update	No
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

NetworkJobFieldLevel

Description

Network JobField specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

NetworkJobFieldSequence

Description

Network JobField specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

NetworkLocation

Description

Class that represents a network-specific location.

Taleo locations are a list of locations from around the world. They are usually used to generate the locations of a company, and they are also used in the Career Section to help a candidate select the actual location. They also represent the location used to do a posting, since posting is often done based on a "region" (which is less detailed than the city used in Location). The reference location structure has 3 levels: country, province/state and region.

Specifications

Name	Value
Parent Entity	BaseLocation
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Abbreviation	String	Abbreviation of the location	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
ISO3166Alpha3	String	ISO3166Alpha3 code of the location	X	X		
LastModifiedOn	DateTime		X	X	X	X
Latitude	Float	Latitude of the location	X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Longitude	Float	Longitude of the location	X	X	X	X
Name	String	Name of the composite (multilingual)	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Number	Integer	Unique identifier generated by the system	X	X		
ZipCode	String	Zip code of the location	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Children	BaseComposite	Reference to the children of a specific composite. This list of composite is read-only	0..N	X	X				
Parent	BaseComposite	Reference to the parent of a specific composite	0..1	X	X	X	X		
Sequence	BaseCompositeSequence	Sequence of the composite	0..1	X					
Status	AdminEntityStatus	Reference to the Administration Entity Status of the composite	1	X	X	X	X		
TimeZone	TaleoTimeZone		0..1	X	X	X	X		

Field Details

Field: Abbreviation

Description

Abbreviation of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (15).

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: ISO3166Alpha3

Description

ISO3166Alpha3 code of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: LastModifiedOn

Description

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Latitude

Description

Latitude of the location.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Longitude

Description

Longitude of the location.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Name

Description

Name of the composite (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ZipCode

Description

Zip code of the location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (20).

Relation Details

Relation: Children

Description

Reference to the children of a specific composite. This list of composite is read-only.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Parent

Description

Reference to the parent of a specific composite.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Sequence

Description

Sequence of the composite.

Specifications

Name	Value
Related Entity	BaseCompositeSequence
Cardinality	0..1

Name	Value
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity Status of the composite.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [BaseCompositeStatusLifecycleRule] makes sure the composite is active before inactive.
2. [BaseCompositeStatusRule] makes sure the composite status is active/inactive/draft only since other status are not supported.

Relation: TimeZone

Description

Specifications

Name	Value
Related Entity	TaleoTimeZone

Name	Value
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

NetworkLocationLevel

Description

Network location specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

NetworkLocationSequence

Description

Network Location specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

NominationPool

Description

A nomination pool is a list of people (nominees) that have been suggested as potential incumbents for a specific position. Access to the nomination pool is usually limited to the owner who is also the position's manager. However, there is no restriction to who can nominate a person.

Specifications

Name	Value
Parent Entity	BasePool
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This computational rule is responsible to delete the nomination info class that is associated to the [NominationPool] if the [NominationPool] is deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique identifier of this entity.	X	X	X	X
CreationDate	DateTime	This field contains the date at which the pool was created.	X	X		
Description	String	This field contains a brief description of what the pool is for. This field is multilingual.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	This field contains the name of the pool. This field is multilingual.	X	X	X	X
Number	Integer	This is the unique internal identifier of a pool.	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are

Seen only when administering an entity, and are not considered usable

Throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported

By the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Code

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. Business rule that verifies if the code of the pool is unique if it is set.
3. Computational rule that trim the code.

Field: CreationDate

Description

This field contains the date at which the pool was created.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Description

Description

This field contains a brief description of what the pool is for. This field is multilingual.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (1000).
2. [PoolNameUpdatedHistory] is responsible to call the service that create the tracking history when a Pool is updated.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Name

Description

This field contains the name of the pool. This field is multilingual.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
2. String length : min (0), max (100).
3. [PoolNameUpdatedHistory] is responsible to call the service that create the tracking history when a Pool is updated.

Field: Number

Description

This is the unique internal identifier of a pool.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

OLFCoverageArea

Description

Regroupment of Organization(s), Location(s) and JobField(s)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [OLFCoverageAreaMainCoverageAreaRule] Return failure if Main Coverage Area BR Used to enforce: - Main Coverage Area could not be deleted.
- [OLFCoverageAreaCoverageAreaMandatory] makes sure that an OLF Coverage Area as a CoverageArea assigned.

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CoverageArea	CoverageArea		1	X	X	X	X		
JobFields	JobField		0..N	X	X	X	X	X	X
Locations	Location		0..N	X	X	X	X	X	X
Organizations	Organization		0..N	X	X	X	X	X	X

Relation Details

Relation: CoverageArea

Description

Specifications

Name	Value
Related Entity	CoverageArea
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: JobFields

Description

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CieJobFieldValidReferenceRule] To be referred in another entity, OLF composite must be complete.

- [OLFCoverageAreaMainCoverageAreaRule] Return failure if Main Coverage Area BR Used to enforce: - Main Coverage Area could not be deleted.

Relation: Locations

Description

Specifications

Name	Value
Related Entity	Location
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

- [CieLocationValidReferenceRule] To be referred in another entity, OLF composite must be complete.
- [OLFCoverageAreaMainCoverageAreaRule] Return failure if Main Coverage Area BR Used to enforce: - Main Coverage Area could not be deleted.

Relation: Organizations

Description

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes

Name	Value
Remove	Yes

Constraints

1. [OrganizationValidReferenceRule] To be referred in another entity, OLF composite must be complete.
2. [OLFCoverageAreaMainCoverageAreaRule] Return failure if Main Coverage Area BR Used to enforce: - Main Coverage Area could not be deleted.

Organization

Description

Class that represents a company-specific Organization.

It describes the divisional structure of the company. This includes, but is not restricted to, company, location, division, area, department and workgroup.

Specifications

Name	Value
Parent Entity	BaseComposite
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [OrganizationBusinessOrgDefaultValueComputationRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Complete	Boolean		X	X		
CustomerID	String	The Organization internal identifier specified by the customer. Used for referencing an organization identifier known in another external system for integration purpose	X	X	X	X
Level	Integer	Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.	X	X		
Name	String	Name of the composite (multilingual)	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
Number	Integer	Unique identifier generated by the system	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
BusinessOrganization	BusinessOrganization		1	X		X	X		
Children	BaseComposite	Reference to the children of a specific composite. This list of composite is read-only	0..N	X	X				
Industry	Industry	Associated Industry for this Organization	1	X	X	X	X		
Parent	BaseComposite	Reference to the parent of a specific composite	0..1	X	X	X	X		
Sequence	BaseCompositeSequence	Sequence of the composite	0..1	X					
Status	AdminEntityStatus	Reference to the Administration Entity Status of the composite	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Code must be unique (case insensitive) if not empty.
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.
3. String length : min (0), max (250).
4. This field is mandatory, a value must be supplied.

Field: Complete

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CustomerID

Description

The Organization internal identifier specified by the customer. Used for referencing an organization identifier known in another external system for integration purpose.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [OrganizationCustomerIDUniqueRule]

Field: Level

Description

Indicates the level where the composite is located in the tree structure. The level of the root of the tree structure is 0. It's a read-only calculated field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the composite (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Name of children of a similar parent must be unique (case insensitive through all brother and all languages)
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Number

Description

Unique identifier generated by the system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: BusinessOrganization

Description

Specifications

Name	Value
Related Entity	BusinessOrganization
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No

Name	Value
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Children

Description

Reference to the children of a specific composite. This list of composite is read-only.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Industry

Description

Associated Industry for this Organization.

Specifications

Name	Value
Related Entity	Industry
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [MandatoryForActivationRule]. This rule is used to validate that a field is not empty when the entity is activated. It can be used only on any entity that extends BaseAdminEntity or BaseComposite.

Relation: Parent

Description

Reference to the parent of a specific composite.

Specifications

Name	Value
Related Entity	BaseComposite
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Sequence

Description

Sequence of the composite.

Specifications

Name	Value
Related Entity	BaseCompositeSequence
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Status

Description

Reference to the Administration Entity Status of the composite.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [BaseCompositeStatusLifecycleRule] makes sure the composite is active before inactive.
2. [BaseCompositeStatusRule] makes sure the composite status is active/inactive/draft only since other status are not supported.

OrganizationLevel

Description

Organization specific level.

Specifications

Name	Value
Parent Entity	StructureLevel
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

OrganizationSequence

Description

Organization specific sequence.

Specifications

Name	Value
Parent Entity	BaseCompositeSequence
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Sequence	Integer	Specified sorting order, overriding the default sorting order	X	X		

Field Details

Field: Sequence

Description

Specified sorting order, overriding the default sorting order.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. Sequence value must be unique within all direct children of a parent.
- 2.

Origin

Description

Object origin entity.

Determines the origin of an entity.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Code of the Object origin entity	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for Origin.

Number	Name
1	System
2	UserDefined

Field Details

Field: Code

Description

Code of the Object origin entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

PerformanceRatingValue

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

PhoneType

Description

This class is a lookup that display the phone type.

I.e Home Phone, Work Phone, etc.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for PhoneType.

Number	Name
1	Home
2	Work
3	Cell

Number	Name
4	Pager
5	Fax

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Position

Description

A position is an occurrence of a Job Role. It can also be represented by the Chair.

Positions are hierarchical. It defines the business employee structure.

Typically, the topmost positions are managed by HR team in the system. Other

Positions can be managed by managers.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [JobPositionApplyModelComputation] Parent cannot be itself or one of its children.
2. [JobPositionCompetencyStatusRule]
3. [JobPositionLocationStatusRule]
4. [JobPositionOrganizationStatusRule]
5. [JobPositionJobRoleStatusRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Criticality	Integer	The criticality on a scale of 1 to 5. However, in the current products, only a criticality level of 5 is considered "critical".	X		X	X
CustomerID	String	The JobPosition internal identifier specified by the customer. Used for referencing a job position identifier known in another external system for integration purposes.	X	X	X	X
Description	String	The description of the position.	X		X	X
IsOpen	Boolean	Flag indicating if the position is open (without an incumbent employee)	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
NbEmployees	Integer	The number of employees for the position	X		X	X
Number	Integer	The unique internal identifier of this entity.	X	X		
TargetStartDate	DateTime	The target start date of the position - typically use to manage new positions.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Department	Department	The department associated to the position.	0..1	X	X	X	X	X	X
Employee	Employee	The currently assigned employee filling the position.	0..1	X	X	X	X	X	X
HiringManager	User		1	X	X	X	X	X	X
JobProfile	JobProfile	The position job profile. It describes the specific requirements to occupy the position.	1	X		X	X		

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
JobRole	JobRole	The job role associated to the position.	1	X	X	X	X		
Location	Location	The location associated to the position.	0..1	X	X	X	X	X	X
Manager	Employee	The manager owner of the position.	0..1	X	X	X	X	X	X
Organization	Organization	The organization associated to the position.	0..1	X	X	X	X	X	X
ParentPosition	Position	The parent position in the position hierarchy.	0..1	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (50).

- This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Criticality

Description

The criticality on a scale of 1 to 5. However, in the current products, only a criticality level of 5 is considered "critical".

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

-

Field: CustomerID

Description

The JobPosition internal identifier specified by the customer. Used for referencing a job position identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [JobPositionCustomerIDUniqueRule]

Field: Description

Description

The description of the position.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (1000).

Field: IsOpen

Description

Flag indicating if the position is open (without an incumbent employee)

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: NbEmployees

Description

The number of employees for the position.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

- 1.

Field: Number

Description

The unique internal identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: TargetStartDate

Description

The target start date of the position - typically use to manage new positions.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Relation Details

Relation: Department

Description

The department associated to the position.

Specifications

Name	Value
Related Entity	Department
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [JobPositionUpdateDepartmentComputation] Updating the position department must update the position organization and location.
2. [JobPositionDepartmentRule] - This rule insures that a JobPosition's associated department is active.

Relation: Employee

Description

The currently assigned employee filling the position.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [EmployeeOnePositionRule] A Employee can be assigned to only one position.
2. [JobPositionEmployeeUpdateComputation] Parent cannot be itself or one of its children.
3. [EmployeeUpdatePositionComputation] Updating the employee position triggers a new employee job history event. It does not currently update the employee location, organization and job role. We prefer add a new functionality in future release to the position management offering a configurable behavior allowing the update of the employee information.

Relation: HiringManager

Description

Specifications

Name	Value
Related Entity	User
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Name	Value
Reset	Yes
Remove	Yes

Relation: JobProfile

Description

The position job profile. It describes the specific requirements to occupy the position.

Specifications

Name	Value
Related Entity	JobProfile
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: JobRole

Description

The job role associated to the position.

Specifications

Name	Value
Related Entity	JobRole
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Location

Description

The location associated to the position.

Specifications

Name	Value
Related Entity	Location
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Manager

Description

The manager owner of the position.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Organization

Description

The organization associated to the position.

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: ParentPosition

Description

The parent position in the position hierarchy.

Specifications

Name	Value
Related Entity	Position
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [JobPositionParentRule] Parent cannot be itself or one of its children.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

Profile

Description

The profile is the set of information describing the person.

At a professional and educational level. The profile is not related to any Specific job posting.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Copy the field "locale" from the ProfileInformation in relation with the profile to the field "locale" of the Profile.
2. This field is mandatory, a value must be supplied.
3. Validates that the field "locale" of the profile is equal to the field "locale" of the ProfileInformation.

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ProfileInformation	ProfileInformation	The ProfileInformation	1	X		X	X		

Relation Details

Relation: ProfileInformation

Description

The ProfileInformation.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

ProfileImportance

Description

The relative importance of a profile element.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code of the profile importance.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for ProfileImportance.

Number	Name
1	Required
2	Asset

Field Details

Field: Code

Description

The unique code of the profile importance.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

ProfileInformation

Description

Application is the centerpiece of the selection process. All actions and events are based and take place on the application. An application is created as soon as a candidate is matched to a requisition, whatever the way (mail application, use of career section, automatic match, reference).

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [IsCompletedComputationRule] is responsible to sets the field completedDate when the the field isCompleted is set to [true].
2. [UpdateProfileInformationApplicationDateRule] is a computational rule that is responsible to update the field [ProfileInformation.fApplicationDate] when some other fields of the class are modified.
3. [UpdateCSUserLastActivityDateRule] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] as soon has a modification occurs on one of its [Profile-Information].
4. ProfileInformation recruitment source must be equal to ProfileInformation recruitment source event recruitment source.
5. [ProfileIsInternalRule] Updates the Profile IsInternal field based on the associated candidate.
6. [CBRTXIntegratorUserTalentExchangeMedium] description_here.
7. [ProfileInformationSetActiveProfile] description_here.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CandidateNumber	Long		X	X		
CreationDate	DateTime	The date on which the application has been created.	X	X	X	X
IsInternal	Boolean	Indicate if the application has been made by an internal employee. True if the employee was an internal one at the moment he applies on the requisition, false otherwise.	X	X	X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X	X	X
Locale	Locale	Indicates the language in which the person's profile has been filled.	X	X	X	
Number	Integer	The unique internal id of the entity	X			

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ApplicationCertifications	ApplicationCertification	This relation define the certifications related to the application.	0..N	X	X	X	X	X	X
ApplicationText	ApplicationText	All the text datas that a candidate can add to his application. For now the candidate can submit his pasted resume, career objectives, cover letter and additional information.	1	X	X	X	X		
Experiences	Experience	This is the talent user profile list of experiences.	0..N	X	X	X	X	X	X
References	Reference	This relation define the references the candidate will attach to his application or profile.	0..N	X		X	X	X	X
Studies	Study	The list of the candidate studies, educations, related to the application.	0..N	X	X	X	X	X	X

Field Details

Field: CandidateNumber

Description

Specifications

Name	Value
Data Type	Long
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CreationDate

Description

The date on which the application has been created.

Specifications

Name	Value
Data Type	DateTime
Mandatory	Yes
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Must be later than the candidate creation date.
2. [CreationDateValidationRule] is in charge to validate the creation date of an application. An application cannot be created before a candidate, therefore the application's creation date must be younger than the candidate's creations.

- This is a business rule that checks that the ProfileInformation's creation is not modified. The creation date CAN ONLY, AND ONLY in one case be modified. The case is when the ProfileInformation is being merge with another. Otherwise the creation date should not be change.

Field: IsInternal

Description

Indicate if the application has been made by an internal employee. True if the employee was an internal one at the moment he applies on the requisition, false otherwise.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- The number value must be between 0 and 1.

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Locale

Description

Indicates the language in which the person's profile has been filled.

Specifications

Name	Value
Data Type	Locale
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Number

Description

The unique internal id of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Relation Details

Relation: ApplicationCertifications

Description

This relation define the certifications related to the application.

Specifications

Name	Value
Related Entity	ApplicationCertification
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: ApplicationText

Description

All the text datas that a candidate can add to his application. For now the candidate can submit his pasted resume, career objectives, cover letter and additional information.

Specifications

Name	Value
Related Entity	ApplicationText
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Experiences

Description

This is the talent user profile list of experiences.

Specifications

Name	Value
Related Entity	Experience
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: References

Description

This relation define the references the candidate will attach to his application or profile.

Specifications

Name	Value
Related Entity	Reference
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Relation: Studies

Description

The list of the candidate studies, educations, related to the application.

Specifications

Name	Value
Related Entity	Study
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

RaterType

Description

Rater type lookup values. The rater type determines who has provided the competency answer.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code of the rater type.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for RaterType.

Number	Name
1	Employee
2	Manager
3	Partner

Field Details

Field: Code

Description

The unique code of the rater type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

RatingDimension

Description

A rating dimension offers a scale of values to select from to evaluate a Competency or goal.

The rating dimension type determines the usage pattern of this part of the Evaluation.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [RatingDimensionDeleteRule] A Ratingdimension cannot be deleted if linked to at least one CompetencyGuidancePlan.
2. [RatingDimensionDeleteRule] RatingDimension cannot be deleted if linked to at least one RatingModel.
3. [RatingDimensionActivateNoRatingValuesRule] A rating dimension with less than two rating values cannot be activated.
4. [CompetencyEntityActivatedEditRule] BaseAdminEntity cannot be deleted or modified when status is ACTIVE.
5. [RatingDimensionActivationValuesTranslatedRule] The RatingValues of a RatingDimension must be translated in all supported locales to activate the RatingDimension.
6. A business rule validate that RatingDimension is linked to the customer provider.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	The description of the rating dimension.	X	X	X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X
Number	Integer	The internal unique identifier.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompetencyProvider	CompetencyProvider	The provider of the Rating Dimension	0..1	X	X				
RatingDimensionType	RatingDimensionType	The rating dimension type associated to rating dimension.	1	X		X	X		
RatingValues	RatingValue	Rating values associated to rating dimension.	0..N	X	X	X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

The description of the rating dimension.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (1000).

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Field: Number

Description

The internal unique identifier.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: CompetencyProvider

Description

The provider of the Rating Dimension.

Specifications

Name	Value
Related Entity	CompetencyProvider
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. All customer created competency data must be linked to customer service provider.

Relation: RatingDimensionType

Description

The rating dimension type associated to rating dimension.

Specifications

Name	Value
Related Entity	RatingDimensionType
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: RatingValues

Description

Rating values associated to rating dimension.

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active. It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

RatingDimensionType

Description

The rating dimension type determines the usage pattern of this part of the evaluation.

The types LEVEL, INTEREST, EXPERIENCE and LAST_USED represent the dimensions also used in the recruiting product and candidate profiles. The SCORE dimension is the one mainly used in the Performance Management product for performance reviews.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique identifier of the rating dimension type.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for RatingDimensionType.

Number	Name
1	Level
2	Score
3	Other
4	Experience
5	Interest
6	LastUsed
7	Assessment

Field Details

Field: Code

Description

The unique identifier of the rating dimension type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

RatingModel

Description

A rating model is a set of rating dimensions each representing an aspect of the Evaluation. A rating model is used to evaluate a business item, typically a Competency but other uses are supported.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [RatingModelCompetencyDeleteRule] RatingModel cannot be delete if linked to at least one Competency.
2. [RatingModelActivationScoreMandatoryRule] An active RatingModel must have one RatingDimension of type Score.
3. [CompetencyEntityActivatedEditRule] BaseAdminEntity cannot be deleted or modified when status is ACTIVE.
4. A business rule validate that RatingModel is linked to the customer provider.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Description	String	The description of the rating model.	X		X	X
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompetencyProvider	CompetencyProvider	The provider of the Rating Model	0..1	X	X				
RatingModelDimensions	RatingModelDimension	The rating dimensions associated to the rating model.	0..N	X		X	X	X	X
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Description

Description

The description of the rating model.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (3000).

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

Name of the Administration Entity (mutlilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: CompetencyProvider

Description

The provider of the Rating Model.

Specifications

Name	Value
Related Entity	CompetencyProvider
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. All customer created competency data must be linked to customer service provider.

Relation: RatingModelDimensions

Description

The rating dimensions associated to the rating model.

Specifications

Name	Value
Related Entity	RatingModelDimension
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	Yes
Remove	Yes

Constraints

1. [RatingModelRatingDimensionTypeRule] A Rating Model can have at most one Rating Dimension of type Performance Rating and one Rating Dimension of type Performance Rating Assessment.
2. [RatingModelDimensionTaleoTypeRule] A RatingModelDimension with a TALEO's RatingDimension can't be deleted.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

RatingModelDimension

Description

A rating model is defined by a set of rating dimensions each representing an aspect of the evaluation. The rating model dimension lists the rating dimensions associated to a rating model.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [RatingModelDimensionSequenceComputation] Computation that defrags the sequences of the RatingModelDimension of a RatingModel.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	Rating dimension display sequence.	X		X	X
Number	Integer	The internal unique identifier.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
RatingDimension	RatingDimension	The rating dimension associated to the rating model.	1	X		X	X		
RatingModel	RatingModel	The rating model associated to the rating dimension.	1	X		X	X		X

Field Details

Field: DisplaySequence

Description

Rating dimension display sequence.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Number

Description

The internal unique identifier.

Specifications

Name	Value
Data Type	Integer
Mandatory	No

Name	Value
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: RatingDimension

Description

The rating dimension associated to the rating model.

Specifications

Name	Value
Related Entity	RatingDimension
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: RatingModel

Description

The rating model associated to the rating dimension.

Specifications

Name	Value
Related Entity	RatingModel
Cardinality	1
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No
Reset	Yes
Remove	No

RatingValue

Description

The rating value is a qualitative and quantitative (numerical) way of describing an evaluation state on a rating dimension scale.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [RatingValueSequenceComputation] Computation that defrags the sequences of the RatingValues of a RatingDimension.
2. [RatingDimensionActiveRatingValueRule] Cannot modify the rating values of an active rating dimension.
3. [RatingDimensionEditRule] A RatingValue cannot be deleted if linked to at least one CompetencyGuidance.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	Defines the order in which to display the rating values (may or may not correspond to the numerical value sequence)	X	X	X	X
Name	String	The name or display label of the rating value.	X	X	X	X
Number	Integer	The internal unique identifier.	X	X		

Field Name	Type	Description	Export	Search	Create	Update
NumericValue	Float	The numerical value corresponding to this rating value - mandatory as it is used in the aggregation and normalization calculations.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
RatingDimension	RatingDimension	A rating dimension offers a set of rating values to select from for the evaluation.	1	X	X	X	X		

Field Details

Field: DisplaySequence

Description

Defines the order in which to display the rating values (may or may not correspond to the numerical value sequence)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: Name

Description

The name or display label of the rating value.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
2. String length : min (0), max (100).

Field: Number

Description

The internal unique identifier.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: NumericValue

Description

The numerical value corresponding to this rating value - mandatory as it is used in the aggregation and normalization calculations.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
- 2.
3. [RatingDimensionDistinctRatingValuesRule] A dimension's rating values must be unique.

Relation Details

Relation: RatingDimension

Description

A rating dimension offers a set of rating values to select from for the evaluation.

Specifications

Name	Value
Related Entity	RatingDimension
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No

Name	Value
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Reassignment

Description

Reassignment lookup values. It determines the level of readiness for a person in being assigned for a different job.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for Reassignment.

Number	Name
1	NotSpecified
2	YesAnswer

Number	Name
3	NoAnswer

Field Details

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

RecruitmentSourceVisibility

Description

This class define the visibility associated with recruitment source.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for RecruitmentSourceVisibility.

Number	Name
1	Internal
2	Public

Field Details

Field: Code

Description

The unique code.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Reference

Description

Minimal information enabling to identify or reach a person.

A reference can be a person a supervisor or boss in the case of work experience.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [BaseApplicationUpdateComputationalRule] is a computational rule that will recalculate the display sequence of the [Experience/Certification/Reference/Study] in a manner the the display sequence will start from 1 to the number of [Experience/ApplicationCertification/Reference/Study] that are linked to the application.
- 2.
3. [DefaultApplicationReferencesUpdateTrackingRule] is a computational rule that will track updates of the [Reference] entity. Instead of let all fields manage their own history tracking, this class will track only fields which have tracking activated.
4. [CBRRferenceAdded] is a computational rule that is responsible to create a tracking item when an [Reference] is created.
5. [CBRRferenceDeleted] is a computational rule that is responsible to create a tracking item when an [Reference] is deleted.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Company	String	This field hold the value for the company name the reference work.	X		X	X
DisplaySequence	Integer	This field determines the order to display this reference among the candidate's references.	X		X	X
EmailAddress	String	This field hold the value for the email of the reference.	X		X	X
Fax	String	This field hold the value for the fax number of the reference.	X	X	X	X
FirstName	String	This field hold the first name of the reference.	X		X	X
LastName	String	This field hold the last name of the reference.	X		X	X
MiddleInitial	String	This field hold the middle Initial of the reference.	X		X	X
Number	Integer	This entity key	X			
PhoneNumber	String	This field hold the value for the phone number of the reference.	X		X	X
Relationship	String	This field hold the value for the relationship of the reference. I.e Boss, mother, etc.	X		X	X
Title	String	This field hold the value for the job function title of reference	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Country	NetworkLocation	This relation defines the country of the reference.	0..1	X	X	X	X		
ProfileInformation	ProfileInformation	The application on which the reference is associated.	1	X	X	X	X		
ReferenceType	ReferenceType	This relation define the type of relation the reference is associated.	0..1	X	X	X	X		

Field Details

Field: Company

Description

This field hold the value for the company name the reference work.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: DisplaySequence

Description

This field determines the order to display this reference among the candidate's references.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. The number value must be between 1 and 99999.
2. This field is mandatory, a value must be supplied.
- 3.

Field: EmailAddress

Description

This field hold the value for the email of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [EmailAddressFieldRule] This rule validate that a string value is a valid email address. The string may contain more than one email address separated by a delimiter. If this is the case you should specify the delimiter parameter. If no delimiter is specified the string will not be tokenized. So the string "patate@patate.com,toto@toto.com" will be valid if you use the ',' delimiter. It will fail if no delimiter are specified. Rule parameters: name="delimiter" (optional) The delimiter will be used to tokenize the string. This can be usefull if there is multiple email addresses in the string. Note that multiple delimiter can be used (ex: delimiter=";").
3. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
4. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: Fax

Description

This field hold the value for the fax number of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: FirstName

Description

This field hold the first name of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (255).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.

- [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: LastName

Description

This field hold the last name of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

- String length : min (0), max (255).
- [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
- [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: MiddleInitial

Description

This field hold the middle Initial of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Constraints

1. String length : min (0), max (60).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: Number

Description

This entity key.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: PhoneNumber

Description

This field hold the value for the phone number of the reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	No

Constraints

1. String length : min (0), max (50).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: Relationship

Description

This field hold the value for the relationship of the reference. I.e Boss, mother, etc.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Field: Title

Description

This field hold the value for the job function title of reference.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).
2. [CBRReferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
3. [CBRReferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Relation Details

Relation: Country

Description

This relation defines the country of the reference.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [CBRRferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
2. [CBRRferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

Relation: ProfileInformation

Description

The application on which the reference is associated.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: ReferenceType

Description

This relation define the type of relation the reference is associated.

Specifications

Name	Value
Related Entity	ReferenceType
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Name	Value
Reset	No
Remove	No

Constraints

1. [CBRReferenceUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when an [Reference] is modified.
2. [CBRReferenceUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when an [Reference] is modified.

ReferenceType

Description

This class define the type of reference the candidate can have.

I.e Personal, Occupational, etc.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for ReferenceType.

Number	Name
1	Academic
2	Occupational
3	Personal

Number	Name
4	Other
5	Emergency

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

RequiredLanguages

Description

Indicates which languages are required to be filled for a user defined selection. This value can be one of: both content and webtop languages, or webtop languages only.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Public identifier of the required languages.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for RequiredLanguages.

Number	Name
1	None
2	ApplicationLanguages

Number	Name
3	ContentLanguages
4	All

Field Details

Field: Code

Description

Public identifier of the required languages.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

RequirementValue

Description

The specific value for a rated requirement.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [RequirementValueRatingDimensionRule] The RatingDimension must be included in the list of possible RatingDimension of the Competency.
2. [RequirementValueDimensionTypeRule] A TalentCompetencyValue must allow only one rating value for the following dimension types: Level (Proficiency), Experience, Last Used, Interest.

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
RatedDimension	RatingDimension	The rating dimension used in the requirement evaluation.	1	X		X	X		
TargetRatingValue	RatingValue	The target rating value of the requirement evaluation (part of the rating dimension specified for this requirement value)	1	X		X	X		

Relation Details

Relation: RatedDimension

Description

The rating dimension used in the requirement evaluation.

Specifications

Name	Value
Related Entity	RatingDimension
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: TargetRatingValue

Description

The target rating value of the requirement evaluation (part of the rating dimension specified for this requirement value)

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [RequirementValueRatingValueRule] The RatingValue must be included in the list of possible RatingValues of the RatingDimension.

ResourceLookup

Description

Base entity type for all resource based lookup entities in this model.

Specifications

Name	Value
Parent Entity	Lookup
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Role

Description

A role in an application.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [LegacyJuniorRoleDeletionRule]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	The multilingual description of a role	X	X		
Name	String	The name of a role	X	X		

Field Details

Field: Description

Description

The multilingual description of a role.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Name

Description

The name of a role.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Constraints

1. The role name must be unique for a context path.
2. This field is mandatory, a value must be supplied.
3. String length : min (0), max (255).

RoleAssignment

Description

The regional assignee represent a user map on a userdefined role.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [CreateRegionalAssigneeExtensionRule] is a rule that is use when a functional role is added to a user via integration. When we pass by the integration the extension CreateRegionalAssigneeExtension is set by the import service and we then set the user assignee to the new RegionalAssignee. We also create the history item needed.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String		X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Assignee	User		1	X	X	X	X		
CieJobFields	JobField		0..N	X	X	X	X	X	X
CieLocations	Location		0..N	X	X	X	X	X	X
FunctionalRole	FunctionalRole		1	X	X	X	X	X	
Organizations	Organization		0..N	X	X	X	X	X	X

Field Details

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation Details

Relation: Assignee

Description

Specifications

Name	Value
Related Entity	User
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: CieJobFields

Description

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: CieLocations

Description

Specifications

Name	Value
Related Entity	Location
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: FunctionalRole

Description

Specifications

Name	Value
Related Entity	FunctionalRole
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: Organizations

Description

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

SalaryGrade

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
MaxAnnualRate	Float	Max annual rate	X		X	X
MaxHourlyRate	Float	Max hourly rate	X		X	X
MidAnnualRate	Float	Mid annual rate	X		X	X
MidHourlyRate	Float	Mid hourly rate	X		X	X
MinAnnualRate	Float	Min annual rate	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
MinHourlyRate	Float	Min hourly rate	X		X	X
Name	String	Name of the Administration Entity (multilingual)	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompensationCycle	CompensationCycle	The compensation cycle of the salary grade	1	X		X	X	X	
Currency	Currency	The currency of the salary grade	1	X		X	X	X	
Status	AdminEntityStatus	Reference to the Administration Entity status of the administration entity	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success FIELD do not contains any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: MaxAnnualRate

Description

Max annual rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: MaxHourlyRate

Description

Max hourly rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: MidAnnualRate

Description

Mid annual rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: MidHourlyRate

Description

Mid hourly rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: MinAnnualRate

Description

Min annual rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: MinHourlyRate

Description

Min hourly rate.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: Name

Description

Name of the Administration Entity (mutllilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (200).

Relation Details

Relation: CompensationCycle

Description

The compensation cycle of the salary grade.

Specifications

Name	Value
Related Entity	CompensationCycle
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Currency

Description

The currency of the salary grade.

Specifications

Name	Value
Related Entity	Currency

Name	Value
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: Status

Description

Reference to the Administration Entity status of the administration entity.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. [AdminEntityLifecycleRule]. This rule is used to validate that the lifecycle of an administration entity is respected. It enforces the following rules on the given field, which must be an AdminEntityStatus value:
 - From Draft, the status can be changed to either Active or Inactive.
 - From Active, the status can only be changed to Inactive.
 - From Inactive, the status can only be changed to Active.
 It can be used only on any entity that has an AdminEntityStatus field.
3. A rule that ensure that an active selection must have an active element.
4. A rule that ensure that a selection in used may not be made inactive.

SalaryHistory

Description

This class represent the Employee salary historical data.

If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code (identifier) of the SalaryHistory	X	X	X	X
EffectiveDate	DateTime	The date at which the SalaryHistory is effective.	X	X	X	X
IncreaseAmount	Float	The increase amount	X	X	X	X
IncreasePercent	Float	The increase percent	X	X	X	X
IncreaseType	String	The increase type	X	X	X	X
NewSalary	Float	The new salary	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompensationHistory	CompensationHistory	The compensation history	1	X	X	X			
Currency	Currency	The currency of the salary history	1	X	X	X	X	X	X

Field Details

Field: Code

Description

The code (identifier) of the SalaryHistory.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This rule checks that the code of a SalaryHistory is unique in the system.

Field: EffectiveDate

Description

The date at which the SalaryHistory is effective.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: IncreaseAmount

Description

The increase amount.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This a rule that insure that the fields SalaryHistory.flIncreasePercent and SalaryHistory.flIncreaseAmount are coherent. The fields are coherent only if both of them are null, or both of them are not null.

Field: IncreasePercent

Description

The increase percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This a rule that insure that the fields SalaryHistory.flIncreasePercent and SalaryHistory.flIncreaseAmount are coherent. The fields are coherent only if both of them are null, or both of them are not null.

Field: IncreaseType

Description

The increase type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: NewSalary

Description

The new salary.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: CompensationHistory

Description

The compensation history.

Specifications

Name	Value
Related Entity	CompensationHistory
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Relation: Currency

Description

The currency of the salary history.

Specifications

Name	Value
Related Entity	Currency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Stock

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	AbstractCompensationElement
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
BudgetAmount	Float	Budget Amount in the Employer/Company/Organization Currency	X		X	X
BudgetAmountLocal	Float	Budget Amount in the Employee Currency	X		X	X
BudgetPercent	Float	Budget Percent	X		X	X
CompensationCycleCode	String		X	X		
CompensationEmployeeId	String		X	X		
CompensationSystemId	String		X	X		
Eligibility	Boolean	Eligibility	X		X	X
GuidelineMaximumAmount	Float	Guideline Maximum Amount in the Employer/Company/Organization Currency	X		X	X
GuidelineMaximumAmountLocal	Float	Guideline Maximum Amount in the Employee Currency	X		X	X
GuidelineMaximumPercent	Float	Guideline Maximum Percent	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
GuidelineMidpointAmount	Float	Guideline Midpoint Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMidpointAmount Local	Float	Guideline Midpoint Amount in the Employee Currency	X		X	X
GuidelineMidpointPercent	Float	Guideline Midpoint Percent	X		X	X
GuidelineMinimumAmount	Float	Guideline Minimum Amount in the Employer/ Company/Organization Currency	X		X	X
GuidelineMinimumAmount Local	Float	Guideline Minimum Amount in the Employee Currency	X		X	X
GuidelineMinimumPercent	Float	Guideline Minimum Percent	X		X	X
InternalId	Integer	The internal id of the compensation element. Used to easily find a given element.	X	X	X	
ProposedShares	Float	Proposed Shares	X		X	X
ProposedShareValue	Float	Proposed Share Value in the Employer/Company/ Organization Currency			X	X
ProposedShareValueLocal	Float	Proposed Share Value in the Employee Currency			X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Budget	Budget	The budget of the compensation element	1	X		X	X	X	
StockType	StockType	The Stock type of the Stock	1	X		X	X	X	

Field Details

Field: BudgetAmount

Description

Budget Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No

Name	Value
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetAmountLocal

Description

Budget Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: BudgetPercent

Description

Budget Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: CompensationCycleCode

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Eligibility

Description

Eligibility.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMaximumAmount

Description

Guideline Maximum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumAmountLocal

Description

Guideline Maximum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMaximumPercent

Description

Guideline Maximum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMidpointAmount

Description

Guideline Midpoint Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointAmountLocal

Description

Guideline Midpoint Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMidpointPercent

Description

Guideline Midpoint Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GuidelineMinimumAmount

Description

Guideline Minimum Amount in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumAmountLocal

Description

Guideline Minimum Amount in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: GuidelineMinimumPercent

Description

Guideline Minimum Percent.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: InternalId

Description

The internal id of the compensation element. Used to easily find a given element.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: ProposedShares

Description

Proposed Shares.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: ProposedShareValue

Description

Proposed Share Value in the Employer/Company/Organization Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Field: ProposedShareValueLocal

Description

Proposed Share Value in the Employee Currency.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [AtLeastOneObjectInCollectionRule] is a [FieldRule] that is responsible to ensure that at least one [Object] is in the [Collection]. This rule can only be applied on [MetaField] that are fields [Collection].

Relation Details

Relation: Budget

Description

The budget of the compensation element.

Specifications

Name	Value
Related Entity	Budget
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation: StockType

Description

The Stock type of the Stock.

Specifications

Name	Value
Related Entity	StockType
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	Yes

Constraints

1. This field is mandatory, a value must be supplied.

StockHistory

Description

This class represent the Employee stock historical data.

If your zone is already configured to use the "Compensation" application, you can only view this entity in read-only mode. No editing actions are allowed. Please note that data will be automatically extracted from "Compensation".

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The code (identifier) of the StockHistory	X	X	X	X
GrantAmount	Float	The grant amount	X	X	X	X
GrantDate	DateTime	The grant date	X	X	X	X
GrantType	String	The grant type	X	X	X	X
StockType	String	The stock type	X	X	X	X
TotalUnvestedShares	Integer	Total unvested shares	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompensationHistory	CompensationHistory	The compensation history	1	X	X	X			

Field Details

Field: Code

Description

The code (identifier) of the StockHistory.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This rule checks that the code of a StockHistory is unique in the system.

Field: GrantAmount

Description

The grant amount.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: GrantDate

Description

The grant date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: GrantType

Description

The grant type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: StockType

Description

The stock type.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: TotalUnvestedShares

Description

Total unvested shares.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [PositiveNumberRule] - A [FieldRule] to validate that a given [Number] is positive.

Relation Details

Relation: CompensationHistory

Description

The compensation history.

Specifications

Name	Value
Related Entity	CompensationHistory
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

StockType

Description

FOR TALEO INTERNAL USE ONLY.

This Entity is reserved for internal communication with the Compensation Application and will not be accessible via TCC or TCB at runtime. Do not use.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

StructureLevel

Description

Generic entity to provide specification of the different levels of any tree structure.

Specifications

Name	Value
Parent Entity	Entity
Abstract	Yes
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [OLFLevelDeleteWithCompositeRule] Could not remove level if it contains composite.
2. [StructureLevelModificationImplementationRule] All changes must be made in maintenance mode.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Unique identifier allowing providing a meaningful key	X	X	X	X
Level	Integer	Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)	X	X	X	X
Name	String	Name of the level (multilingual)	X	X	X	X
Visible	Boolean	Indicates whether the level is visible or not	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Status	AdminEntityStatus	Reference to the Administration Entity Status of the structure level.	1	X	X	X	X		

Field Details

Field: Code

Description

Unique identifier allowing providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- Code must be unique (case insensitive) if not empty.

Field: Level

Description

Refers to the level of depth in the tree structure. First visible level will be 1 and root is considered as being at level 0 (not visible)

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The value must be unique across all other instances of this entity type.

Field: Name

Description

Name of the level (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [StructureLevelNameTranslatedRule] Checks if for all available content languages {@link StructureLevel#getName(Locale)} there are translations.

Field: Visible

Description

Indicates whether the level is visible or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: Status

Description

Reference to the Administration Entity Status of the structure level.

Specifications

Name	Value
Related Entity	AdminEntityStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. [OLFLevelActiveOnlyRule]. This rule is used to validate that the status of an OLFLevel is only active.

Study

Description

This entity represents a part of candidate's resume. It describes one of His/her educational degree and history.

(removeCheckOnCreate=true,removeCheckOnRead=true, removeCheckOnUpdate=true, RemoveCheckOnDelete=true)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	Yes
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [IsGraduatedComputationRule] is responsible to sets the field isGraduated when the the field graduatedDate is not [null].
2. [BaseApplicationUpdateComputationalRule] is a computational rule that will recalculate the display sequence of the [Experience/Certification/Reference/Study] in a manner the the display sequence will start from 1 to the number of [Experience/ApplicationCertification/Reference/Study] that are linked to the application.
- 3.
4. [DefaultApplicationStudyUpdateTrackingRule] is a computational rule that will track updates of the [Study] entity. Instead of let all fields manage their own history tracking, this class will track only fields which have tracking activated.
5. [CBRStudyAdded] is a computational rule that is responsible to create a tracking item when a [Study] is created.
6. [CBRStudyDeleted] is a computational rule that is responsible to create a tracking item when a [Study] is deleted.

7. [CBRStudyUDFUpdateLastModifiedDate] is responsible to update the fields [CSUser.fLast-ModifiedDate] and [CSUser.fLastActivityDate] when some custom fields of the [Study] entity change.
8. [UpdateLastModifiedDateStudy]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	This field determines the order to display this study among the candidate's studies. It's also a part of the key (Candidate, Requisition, ProfileLanguage, displaySequence) identifying a specific candidate's study for a specific application and for a specific profile language.	X	X	X	X
Gpa	Float	This field (Grade Point Average) is a number that represents the average of a student's grades during his or her time at an institution. Usually it is weighted by number of credits given for the course.	X	X	X	X
GpaRange	Float	This field is the maximum grade value at the institution.	X	X	X	X
Graduated	Boolean	This field holds the value if the candidate graduate from high school or receive a GED (General Education Development)	X		X	X
GraduationDate	DateTime	This field is the date when the candidate has received his academic degree.	X	X	X	X
GraduationDateProjected	Boolean	This field holds the value to identify if the graduated date is a projected date.	X		X	X
LastModifiedDate	DateTime	The last modification date of the entity	X			
NameWhileAttending	String	This fields hold the value for the name use by the candidate when attending at the time of education.	X		X	X
Number	Integer	The unique internal identifier of this entity.	X			
OtherCourseTitle	String	This field is used when the candidate's program is not listed in the programs list. It contains the candidate's program name.	X	X	X	X
OtherInstitutionCity	String	This field holds the value for the other location city if the institution list doesn't contains the value the candidate need.	X		X	X
OtherInstitutionName	String	This field is used when the candidate's institution is not listed in the institutions list. It contains the candidate's institution name.	X	X	X	X
StartDate	DateTime	This field contains the date of the beginning of the candidate's program.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Institution	CieInstitution	This field represents the institution where the candidate studied.	0..1	X	X	X	X	X	X
OtherInstitutionLocation	NetworkLocation	This relation define the location for the other institution if not available in the selector.	0..1	X		X	X	X	X
ProfileInformation	ProfileInformation	This field represents the application related to the candidate's study.	1	X	X	X	X		
Program	CieProgram	This field represents the program related to the candidate's study.	0..1	X	X	X	X	X	X
StudyLevel	StudyLevel	This field represents the education level related to the study. For example: High school diploma.	0..1	X	X	X	X	X	X

Field Details

Field: DisplaySequence

Description

This field determines the order to display this study among the candidate's studies. It's also a part of the key (Candidate, Requisition, PorfileLangange, displaySequence) identifying a specific candidate's study for a specific application and for a specific profile language.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 1 and 99999.

- 2.
3. This field is mandatory, a value must be supplied.

Field: Gpa

Description

This field (Grade Point Average) is a number that represents the average of a student's grades during his or her time at an institution. Usually it is weighted by number of credits given for the course.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 0 and 99999.99.
2. This number value can have a maximum of 5 digits and 2 decimal places.
3. This field must not be higher than the GPA range.
- 4.
5. [StudyGPAGPARangeRule] is responsible to validate that the study GPA is not greater than the study GPARange.
6. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
7. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Field: GpaRange

Description

This field is the maximum grade value at the institution.

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 0 and 99999.99.
2. This number value can have a maximum of 5 digits and 2 decimal places.
3. This field must not be lower than the GPA.
- 4.
5. [StudyGPAGPARangeRule] is responsible to validate that the study GPA is not greater than the study GPARange.
6. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
7. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Field: Graduated

Description

This field holds the value if the candidate graduate from high school or receive a GED (General Education Development)

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: GraduationDate

Description

This field is the date when the candidate has received his academic degree.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The Graduation Date must be later than the Start Date.
2. [StudyStartDateGraduationDateRule] is responsible to validate that the study start date is not after than the study graduation date.
3. [StudyGraduationDateGraduationDateProjectedRule] validate that there is a a graduation date when GraduationDateProjected is selected (TT106521).
4. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
5. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Field: GraduationDateProjected

Description

This field holds the value to identify if the graduated date is a projected date.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	No

Constraints

1. [StudyGraduationDateGraduationDateProjectedRule] validate that there is a graduation date when GraduationDateProjected is selected (TT106521).

Field: LastModifiedDate

Description

The last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: NameWhileAttending

Description

This fields hold the value for the name use by the candidate when attending at the time of education.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).

Field: Number

Description

The unique internal identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: OtherCourseTitle

Description

This field is used when the candidate's program is not listed in the programs list. It contains the candidate's program name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field must be null if the program field is not null.
2. String length : min (0), max (100).

3. String length : min (0), max (255).
4. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
5. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Field: OtherInstitutionCity

Description

This field holds the value for the other location city if the institution list doesn't contains the value the candidate need.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (100).

Field: OtherInstitutionName

Description

This field is used when the candidate's institution is not listed in the institutions list. It contains the candidate's institution name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. This field must be null if the institution field is not null.
2. String length : min (0), max (100).
3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Field: StartDate

Description

This field contains the date of the beginning of the candidate's program.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The Start Date cannot be later than the Graduation Date.
2. [StudyStartDateGraduationDateRule] is responsible to validate that the study start date is not after than the study graduation date.
3. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
4. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Relation Details

Relation: Institution

Description

This field represents the institution where the candidate studied.

Specifications

Name	Value
Related Entity	CielInstitution
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. This field must be null if the otherInstitutionName field is not null.
2. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
3. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Relation: OtherInstitutionLocation

Description

This relation define the location for the other institution if not available in the selector.

Specifications

Name	Value
Related Entity	NetworkLocation
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No

Name	Value
Reset	Yes
Remove	Yes

Relation: ProfileInformation

Description

This field represents the application related to the candidate's study.

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Program

Description

This field represents the program related to the candidate's study.

Specifications

Name	Value
Related Entity	CieProgram
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. This field must be null if the otherCourseTitle field is not null.
2. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
3. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

Relation: StudyLevel

Description

This field represents the education level related to the study. For example: High school diploma.

Specifications

Name	Value
Related Entity	StudyLevel
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRUpdateCSUserLastModifiedDate] is a computational rule that is responsible to update the field [CSUser.fLastModifiedDate] when a [Study] is modified.
2. [CBRUpdateCSUserLastActivityDate] is a computational rule that is responsible to update the field [CSUser.fLastActivityDate] when a [Study] is modified.

StudyLevel

Description

Study Level lookup values. It determines the education levels a person has or intends to reach.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		

Lookup Values

Here are the possible lookup values for StudyLevel.

Number	Name
1	None
2	HighSchoolDiplomaGed11Years

Number	Name
3	TechnicalDiploma12Years
4	AssociateSDegreeCollegeDiploma13Years
5	NonDegreeProgram14Years
6	BachelorSDegree16Years
7	MasterSDegree18Years
8	DoctorateDegreeOver19Years
9	HigherDegree
10	Other

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

SubCompetency

Description

A sub-competency is a constituent element of a competency. It describes a Competency with more granularity.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	No

Constraints

1. [SubCompetencyRemoveRule] A Sub-competency cannot be removed if the status of the competency is Active or if the competency is flagged as used.
2. [SubCompetencyDeleteRule] A SubCompetency cannot be deleted if linked to at least one CompetencyGuidance.
3. [SubCompetencySequenceComputation] Defrags the sequences of the SubCompetencies of a Competency.
4. A business rule validate that SubCompetency is linked to the customer provider.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
DisplaySequence	Integer	Sub-competency display sequence.	X		X	X
Name	String	Customer specific sub-competency multilingual name.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
CompetencyProvider	CompetencyProvider	The provider of the SubCompetency	0..1	X	X				
ParentCompetency	Competency	The competency associated to the sub-competency.	1	X		X	X		

Field Details

Field: DisplaySequence

Description

Sub-competency display sequence.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. This field is mandatory, a value must be supplied.

Field: Name

Description

Customer specific sub-competency multilingual name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

1. String length : min (0), max (200).
2. [SubCompetenciesTranslatedRule] Sub competencies must be translated in the base language of the competency.
3. [SubCompetencieBaseLanguageRule] CompetencyGuidances must be translated in the base language of the competency.

Relation Details

Relation: CompetencyProvider

Description

The provider of the SubCompetency.

Specifications

Name	Value
Related Entity	CompetencyProvider
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. All customer created competency data must be linked to customer service provider.

Relation: ParentCompetency

Description

The competency associated to the sub-competency.

Specifications

Name	Value
Related Entity	Competency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

TalentCompetency

Description

The talent competency determines the set of answers provided for a competency.

A competency can be rated on many dimensions.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [TalentCompetencyTalentUserUnicity] is in charge of verifying that there is only one [TalentCompetency] associated with a Competency for a [TalentUser].
2. [TalentCompetencyStatusRule] This rule validate that the competency that we are linking to a TalUser is ACTIVE.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
AssessedSSA	Boolean	Indicates if the answer has been provided in a simple or detailed manner.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
AssessmentRating	RatingValue		0..1	X		X	X		
Competency	Competency	The competency associated to the talent competency.	1	X		X	X		
EmployeePerformanceRating	RatingValue		0..1	X		X	X		
ExperienceRating	RatingValue		0..1	X		X	X		
InterestRating	RatingValue		0..1	X		X	X		
LastUsedRating	RatingValue		0..1	X		X	X		
ManagerPerformanceRating	RatingValue		0..1	X		X	X		
ProficiencyRating	RatingValue		0..1	X		X	X		
TalentUser	TalentUser	Link to the the talent user.	0..1	X		X	X		

Field Details

Field: AssessedSSA

Description

Indicates if the answer has been provided in a simple or detailed manner.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The number value must be between 0 and 1.

Relation Details

Relation: AssessmentRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: Competency

Description

The competency associated to the talent competency.

Specifications

Name	Value
Related Entity	Competency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: EmployeePerformanceRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: ExperienceRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: InterestRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: LastUsedRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: ManagerPerformanceRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: ProficiencyRating

Description

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: TalentUser

Description

Link to the the talent user.

Specifications

Name	Value
Related Entity	TalentUser
Cardinality	0..1

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

TalentCompetencyValue

Description

The talent competency value represents one answer provided for a competency.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [TalentCompetencyValueSSARule] Sets the talent competency rated value to the minimal value if the SSA feature is enabled and value exceeds the SSA expected value.
2. [TalentCompetencyDefaultRatedValueRule] Sets the talent competency rated value to the default minimal value based on the rated dimension.
3. [TalentCompetencyValueDimensionTypeRule] A TalentCompetencyValue must allow only one rating value for the following dimension types: Level (Proficiency), Experience, Last Used, Interest.
4. [TalentCompetencyValueScoreRaterRule] A TalentCompetencyValue must not allow more than one Score rating for the same rater type. It means that the employee can rate only one score rating and the manager can rate only one score rating.
5. [TalentCompetencyValueRaterTypeComputation] A TalentCompetencyValue must have a rater type. This rule sets a default rater type value based on the rated dimension if no rater type is defined.

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
RatedDimension	RatingDimension	The rating dimension associated to the talent competency value. It indicates which dimension of the competency is rated.	1	X		X	X		
RatedValue	RatingValue	The rating value associated to the talent competency value. It indicates the rating value provided for the rated dimension.	1	X		X	X		
RaterType	RaterType	The rater type associated to the talent competency value.	1	X					
TalentCompetency	TalentCompetency	The talent competency associated to the talent competency value.	1	X		X	X		

Relation Details

Relation: RatedDimension

Description

The rating dimension associated to the talent competency value. It indicates which dimension of the competency is rated.

Specifications

Name	Value
Related Entity	RatingDimension
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: RatedValue

Description

The rating value associated to the talent competency value. It indicates the rating value provided for the rated dimension.

Specifications

Name	Value
Related Entity	RatingValue
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: RaterType

Description

The rater type associated to the talent competency value.

Specifications

Name	Value
Related Entity	RaterType
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.

Relation: TalentCompetency

Description

The talent competency associated to the talent competency value.

Specifications

Name	Value
Related Entity	TalentCompetency
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

TalentUser

Description

The talent user is the common person information layer. A person can be a Candidate, an employee, a contact, or any combination of these types.

The talent user also contains a part of the person's profile and job Preferences. Remaining part of the profile is found via the profile Relationship.

RemoveCheckOnCreate=true)

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

- [EmployeeUserRealmRule] validates the relation Employee.TalentUser.User is in the realm in which the application is supporting.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
LastModifiedDate	DateTime	Holds the last modification date of the entity.	X	X		
Number	Integer	The unique internal identifier of this entity.	X	X		
YearsInIndustry	Integer	Number of years in the current industry field.	X		X	X

Field Name	Type	Description	Export	Search	Create	Update
YearsOfManagementExperience	Integer	Number of years of management experience.	X		X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ArUser	User	Link to the user associated to the TalentUser). The user entity provides common information and access to the products via the user accounts.	0..1	X	X	X			
Employee	Employee	The user as an employee.	0..1	X		X	X		
EmploymentStatus	EmploymentStatus	The desired employee statuses associated to the person.	0..N	X	X	X	X	X	X
InterestInInternationalAssignment	InterestInternationalAssignment	The level of interest associated to the person in being relocated internationally.	0..1	X	X	X	X	X	X
JobFields	JobField	The desired or preferred job fields associated to the person.	0..N	X	X	X	X	X	X
JobLevels	JobLevel	The desired job levels associated to the person.	0..N	X	X	X	X	X	X
JobSchedules	JobSchedule	The desired job schedules associated to the person.	0..N	X	X	X	X	X	X
JobTypes	JobType	The desired job types associated to the person.	0..N	X	X	X	X	X	X
Locations	Location	The desired or preferred locations associated to the person.	0..N	X	X	X	X	X	X
Organizations	Organization	The desired or preferred organizations associated to the person.	0..N	X	X	X	X	X	X
Preferences	TalentUserPreferences	The talent user preferences associated to the person.	1	X		X	X		
Profile	ProfileInformation		1	X	X	X	X		
Profiles	Profile		1..N	X	X	X	X	X	X
Reassignment	Reassignment	The level of readiness associated to the person in being reassigned.	0..1	X	X	X	X	X	X
StudyLevels	StudyLevel	The desired study levels associated to the person.	0..N	X	X	X	X	X	X

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
TalentCompetencies	TalentCompetency	Link to the the talent user rated competencies. It contains all the competency answers provided by the person itself or by another person.	0..N	X	X	X	X	X	X
WillingnessToTravel	WillingnessToTravel	The desired travel options associated to the person.	0..1	X	X	X	X	X	X
WillRelocate	WillRelocate	The level of interest associated to the person in being relocated.	0..1	X	X	X	X	X	X

Field Details

Field: LastModifiedDate

Description

Holds the last modification date of the entity.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The unique internal identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No

Name	Value
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: YearsInIndustry

Description

Number of years in the current industry field.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Constraints

- 1.

Field: YearsOfManagementExperience

Description

Number of years of management experience.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	No

Constraints

- 1.

Relation Details

Relation: ArUser

Description

Link to the user associated to the TalentUser). The user entity provides common information and access to the products via the user accounts.

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Constraints

1. [SynchronizeCSUserComputationRule] is a computational rule that synchronise the EmployeeNumber between CSUser and User. Synchronisation is triggered in 2 cases:
 - a)When TalentUser#arUser is created/modified - then fields (check UserCSUserSynchronizationUtils.ONE_TIME_COPY_FIELDS for full list of them) between CSUser entity and related - through TalentUser - User entity are synchronised (of course if both entities exist). For each pair of related fields algorithm is checking if one of them is empty - if yes then it's filled with value of the second field. So in other words copying without overriding is taking place. Exception is in case of User personal/correspondence email and CSUser email - personal email has precedence over correspondence when both are existing and when filling empty CSUser email. Also second exception is if both - CSUser email address and User personal email address - exist then override personal email with CSUser email value.
 - b)When User#employeeId/User#personalEmail is updated - then OVERRIDE employeeNumber/emailAddress of related CSUser with this new value.

2. [ArUserLinkedToOnlyOneTalentUserRule] is in charge of verifying that a [User] is not linked to more than one [TalentUser].

Relation: Employee

Description

The user as an employee.

Specifications

Name	Value
Related Entity	Employee
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: EmploymentStatus

Description

The desired employee statuses associated to the person.

Specifications

Name	Value
Related Entity	EmploymentStatus
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTackingEmployeeStatus] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change on the employee status of a [TalentUser].

Relation: InterestInInternationalAssignment

Description

The level of interest associated to the person in being relocated internationally.

Specifications

Name	Value
Related Entity	InterestInternationalAssignment
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: JobFields

Description

The desired or preferred job fields associated to the person.

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [DeactivatedJobFieldComputationRule] removes the deactivated job fields from the TalentUser.
2. [TaluserJobFieldTracking] is a computational rule that is responsible to add an [ApplicationHistoryFieldUpdateItem] that tracks the change on the job fields of a [TalentUser].

3. [JobFieldRootRemovalComputationRule] is a Computation Rule that find and remove the [JobField]'s Root only if the [JobField] [Collection] contains at least one other [JobField] that the Root.
4. [JobFieldParentRemovalComputationRule] is a Computation Rule that find and remove a [JobField]'s Parent to keep only the leaf of [JobField]'s tree.
5. [JobFieldRootMustExistComputationRule] is a Computation Rule that ensure [JobField]'s Root to be present if the [JobField] [Collection] is empty.

Relation: JobLevels

Description

The desired job levels associated to the person.

Specifications

Name	Value
Related Entity	JobLevel
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTrackingJobLevels] is a computational rule that is responsible to add an [Application-TrackingHistoryItem] that tracks the change on the job levels of a [TalentUser].

Relation: JobSchedules

Description

The desired job schedules associated to the person.

Specifications

Name	Value
Related Entity	JobSchedule
Cardinality	0..N
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTrackingJobSchedules] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change on the job schedules of a [TalentUser].

Relation: JobTypes

Description

The desired job types associated to the person.

Specifications

Name	Value
Related Entity	JobType
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTrackingJobTypes] is a computational rule that is responsible to add an [ApplicationTrackingHistoryItem] that tracks the change on the job types of a [TalentUser].

Relation: Locations

Description

The desired or preferred locations associated to the person.

Specifications

Name	Value
Related Entity	Location
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [DeactivatedLocationComputationRule] removes the deactivated locations from the TalentUser.
2. [TaluserLocationTracking] is a computational rule that is responsible to add an [ApplicationHistoryFieldUpdateItem] that tracks the change on the locations of a [TalentUser].
3. [LocationRootRemovalComputationRule] is a Computation Rule that find and remove the [Location]'s Root only if the [Location] [Collection] contains at least one other [Location] that the Root.
4. [LocationParentRemovalComputationRule] is a Computation Rule that find and remove a [Location]'s Parent to keep only the leaf of [Location]'s tree.
5. [LocationRootMustExistComputationRule] is a Computation Rule that ensure [Location]'s Root to be present if the [Location] [Collection] is empty.

Relation: Organizations

Description

The desired or preferred organizations associated to the person.

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes

Name	Value
Remove	Yes

Constraints

1. [DeactivatedOrganizationComputationRule] removes the deactivated Organizations from the TalentUser.
2. [TaluserOrganizationTracking] is a computational rule that is responsible to add an [ApplicationHistoryFieldUpdateItem] that tracks the change on the organizations of a [TalentUser].
3. [OrganizationRootRemovalComputationRule] is a Computation Rule that find and remove the [Organization]'s Root only if the [Organization] [Collection] contains at least one other [Organization] that the Root.
4. [OrganizationParentRemovalComputationRule] is a Computation Rule that find and remove a [Organization]'s Parent to keep only the leaf of [Organization]'s tree.
5. [OrganizationRootMustExistComputationRule] is a Computation Rule that ensure [Organization]'s Root to be present if the [Organization] [Collection] is empty.

Relation: Preferences

Description

The talent user preferences associated to the person.

Specifications

Name	Value
Related Entity	TalentUserPreferences
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	No
Reset	No
Remove	No

Relation: Profile

Description

Specifications

Name	Value
Related Entity	ProfileInformation
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Relation: Profiles

Description

Specifications

Name	Value
Related Entity	Profile
Cardinality	1..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Reassignment

Description

The level of readiness associated to the person in being reassigned.

Specifications

Name	Value
Related Entity	Reassignment
Cardinality	0..1

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: StudyLevels

Description

The desired study levels associated to the person.

Specifications

Name	Value
Related Entity	StudyLevel
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTrackingStudyLevels] is a computational rule that is responsible to add an [Application-TrackingHistoryItem] that tracks the change on the study levels of a [TalentUser].

Relation: TalentCompetencies

Description

Link to the the talent user rated competencies. It contains all the competency answers provided by the person itself or by another person.

Specifications

Name	Value
Related Entity	TalentCompetency
Cardinality	0..N

Name	Value
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: WillingnessToTravel

Description

The desired travel options associated to the person.

Specifications

Name	Value
Related Entity	WillingnessToTravel
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [CBRTrackingWillTravel] is a computational rule that is responsible to add an [Application-TrackingHistoryItem] that tracks the change on the will travel flag of a [TalentUser].

Relation: WillRelocate

Description

The level of interest associated to the person in being relocated.

Specifications

Name	Value
Related Entity	WillRelocate
Cardinality	0..1
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

TalentUserPreferences

Description

Represents the preferences that the candidate can configure from the Career Site. The candidate selects the values that fit him best and save them in the database via this entity. These preferences are later checked by the process that must take them into account. For example, the "sendApplicationAcknowledgement" attribute must be checked to determine if the related corresponding must be sent to a candidate.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
CareerSiteLanguage	Locale	Contains the language in which the Career Site must be displayed to the candidate or agent.	X	X	X	X
CorrespondenceLanguage	Locale	Contains the language in which the correspondence must be sent to the candidate or agent. When no value is selected, the language of the last general application is used instead.	X	X	X	X
DoNotEmail	Boolean	Indicate the the TalentUser does not want to receive any email.	X	X	X	X
LastReferralListAccessDate	DateTime	Last referral list access date	X	X	X	X
LastSubmissionListAccessDate	DateTime	Last submission list access date	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
PreferredTimeZone	String	Contains the time zone selected by the candidate or agent. If the candidate or agent did not select a time zone, the system will use the time zone corresponding to the candidate's residence. If the residence has not been provided by the candidate, the system will take the time zone of the browser. Finally, if no time zone can be deducted from the request, the default time zone (company setting) will be taken into account.	X	X	X	X
SendApplicationAcknowledgement	Boolean	Determines if the Acknowledgement Letter must be sent to the candidate or not.	X	X	X	X
SendJobPostingNotification	Boolean	Determines if the Job Posting Notification must be sent to the candidate or not. If yes, it takes the value of attribute "jobPostingNoticeFrequency" into account.	X		X	X
SendMyJobAgentsNotice	Boolean	Determines if the Job Agent Notification(s) must be sent to the candidate or not. If yes, it takes the value of attribute "jobPostingNoticeFrequency" into account, unless it has been explicitly overridden in the job agent itself.	X	X	X	X
SendRejectionLetterNotice	Boolean	Determines if the Rejection Letter (sent when a requisition is filled or canceled) must be sent to a candidate.	X	X	X	X

Field Details

Field: CareerSiteLanguage

Description

Contains the language in which the Career Site must be displayed to the candidate or agent.

Specifications

Name	Value
Data Type	Locale
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: CorrespondenceLanguage

Description

Contains the language in which the correspondence must be sent to the candidate or agent. When no value is selected, the language of the last general application is used instead.

Specifications

Name	Value
Data Type	Locale
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: DoNotEmail

Description

Indicate the the TalentUser does not want to receive any email.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: LastReferralListAccessDate

Description

Last referral list access date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: LastSubmissionListAccessDate

Description

Last submission list access date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: PreferredTimeZone

Description

Contains the time zone selected by the candidate or agent. If the candidate or agent did not select a time zone, the system will use the time zone corresponding to the candidate's residence. If the residence has not been provided by the candidate, the system will take the time zone of the browser. Finally, if no time zone can be deduced from the request, the default time zone (company setting) will be taken into account.

Specifications

Name	Value
Data Type	String

Name	Value
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: SendApplicationAcknowledgement

Description

Determines if the Acknowledgement Letter must be sent to the candidate or not.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: SendJobPostingNotification

Description

Determines if the Job Posting Notification must be sent to the candidate or not. If yes, it takes the value of attribute "jobPostingNoticeFrequency" into account.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	No

Field: SendMyJobAgentsNotice

Description

Determines if the Job Agent Notification(s) must be sent to the candidate or not. If yes, it takes the value of attribute "jobPostingNoticeFrequency" into account, unless it has been explicitly overridden in the job agent itself.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: SendRejectionLetterNotice

Description

Determines if the Rejection Letter (sent when a requisition is filled or canceled) must be sent to a candidate.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

TaleoTimeZone

Description

Timezone accordingly to the meridian you are living.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
IsDisplacementOnly	Boolean		X	X		
JavaTimeZone	String		X	X		
Number	Integer	Unique identifier generated by system	X	X		
Offset	Float		X	X		
OffsetDescription	String		X	X		
OracleTimeZone	String		X	X		
TaleoTimezoneIdDesc	String		X	X		
TimezoneDescription	String		X	X		
TimezoneId	String	Identification of the timezone	X	X		

Field Details

Field: IsDisplacementOnly

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: JavaTimeZone

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

Unique identifier generated by system.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Offset

Description

Specifications

Name	Value
Data Type	Float
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: OffsetDescription

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes

Name	Value
Create	No
Update	No
Search	Yes

Field: OracleTimeZone

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: TaleoTimezoneIdDesc

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: TimezoneDescription

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: TimezoneId

Description

Identification of the timezone.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

TypeOfInstitution

Description

This entity is a lookup representing the list of possible type of institution: for example: University, College, school, etc.,,

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The public identifier of the type of institution.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for TypeOfInstitution.

Number	Name
1	College
2	University

Number	Name
3	CollegeAndUniversity
4	EngineeringSchool
5	BusinessSchool
6	VocationalCollege

Field Details

Field: Code

Description

The public identifier of the type of institution.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

UDSElement

Description

The UDSElement entity models user-defined selection elements. A selection element is a possible value of the selection (discrete value). A selection element may then be used as a UDF (user-defined field) value.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [UDSElementCompleteRule] Sets the UDSElement Complete field based on UDSElement content. - UDSElement description must be filled in the indicated required languages (None, All, Content, Webtop) to be complete. - UDSElement must be linked to at least one OLF if it requires OLF linking to be complete. Sets the UDSElement Active field to false if not complete.
2. [UDSElementStandardCreationRule] Validates that standard UDSElement cannot be created or deleted.
3. [UDSElementStandardUpdateRule] Validates that only Sequence, Active, Description and CustomerID fields can be updated in a standard UDSElement.
4. [UDSElementSmallOLFRule] Validates that a small UDSElement does not have OLF set.
5. [UDSElementSmallDatesRule] Validates that a small UDSElement does not have effective dates set.
6. [UDSElementLargeOLFComputationRule] checks whether a large UDSElement requiring an OLF has at least one of the required type. If this is not the case we set the UDSElement as "inactive" and raise a warning explaining this.
7. [UDSElementEffectiveDatesComputationRule] checks whether a UDSElement has values in its "EffectiveFrom" and/or "EffectiveUntil" fields when the parent UDS is flagged with the field "EffectiveDatingEnabled" set to "False". When such a case is encountered the UDSElement

fields ("EffectiveFrom" and/or "EffectiveUntil") are simply wiped and a warning message is raised to explain this.

8. [UpdateLastModifiedDateUDSElement]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if this selection element is active. An inactive element will normally be hidden in the user interface.	X	X	X	X
Code	String	An alphanumeric code that uniquely identifies the element.	X	X	X	X
Complete	Boolean	Indicates if the selection element has all the required information entered. The required information is the description for all content languages. An incomplete element should not be shown in the UI.	X	X	X	X
CustomerID	String	The UDSElement internal identifier specified by the customer. Used for referencing a UDSElement identifier known in another external system for integration purposes.	X	X	X	X
Description	String	The descriptive name of the selection element.	X	X	X	X
EffectiveFrom	DateTime	The date from element takes effect, if any. The effectiveFrom and effectiveTill fields are considered by the system only if their parent selection enables effective dates.	X	X	X	X
EffectiveUntil	DateTime	The date the element becomes inactive, if any.	X	X	X	X
LastModifiedDate	DateTime	The last modification date of the UDSElement	X			
Number	Integer	The unique identifier of this entity.	X	X		
Sequence	Integer	The default display sequence of the element.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
JobFields	JobField	JobFields for which this selection element is active.	0..N	X	X	X	X	X	
Locations	Location	Locations for which this selection element is active.	0..N	X	X	X	X	X	
Organizations	Organization	Organizations for which this selection element is active.	0..N	X	X	X	X	X	

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
UserDefinedSelection	UserDefinedSelection	Indicates in which selection this element belongs. That selection's attributes influence how an element is to be used and displayed in the user interface.	1	X	X	X	X		

Field Details

Field: Active

Description

Indicates if this selection element is active. An inactive element will normally be hidden in the user interface.

Specifications

Name	Value
Data Type	Boolean
Mandatory	Yes
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. In small list check that at least one UDS element is active [UserDefinedSelectionSmallActiveElementRule]

Field: Code

Description

An alphanumeric code that uniquely identifies the element.

Specifications

Name	Value
Data Type	String

Name	Value
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The value must be unique across all other instances of this entity type.
2. String length : min (0), max (50).
3. This field is mandatory, a value must be supplied.

Field: Complete

Description

Indicates if the selection element has all the required information entered. The required information is the description for all content languages. An incomplete element should not be shown in the UI.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: CustomerID

Description

The UDSElement internal identifier specified by the customer. Used for referencing a UDSElement identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2.

Rule validates if customerID in UDSElement is unique in space of {@linkplain UserDefinedSelection}. In other words, an UserDefinedSelection class instance can have many UDSElement, but each of UDSElements must have an unique customerID field value.

NOTE: uniqueness check is case-sensitive. CustomerID 'foo' is different than 'FOO'.

Field: Description

Description

The descriptive name of the selection element.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Field: EffectiveFrom

Description

The date from element takes effect, if any. The effectiveFrom and effectiveTill fields are considered by the system only if their parent selection enables effective dates.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. If both the effectiveFrom and effectiveTill fields contain dates, effectiveFrom must contain a date earlier than effectiveTill.
2. [UDSElementEffectiveDatesRule] Validates Effective From date is before Effective Till date when effective dating is enabled.

Field: EffectiveUntil

Description

The date the element becomes inactive, if any.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [UDSElementEffectiveDatesRule] Validates Effective From date is before Effective Till date when effective dating is enabled.

Field: LastModifiedDate

Description

The last modification date of the UDSElement.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: Number

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

The default display sequence of the element.

Specifications

Name	Value
Data Type	Integer
Mandatory	Yes
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.

Relation Details

Relation: JobFields

Description

JobFields for which this selection element is active.

Specifications

Name	Value
Related Entity	JobField
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: Locations

Description

Locations for which this selection element is active.

Specifications

Name	Value
Related Entity	Location
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: Organizations

Description

Organizations for which this selection element is active.

Specifications

Name	Value
Related Entity	Organization
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: UserDefinedSelection

Description

Indicates in which selection this element belongs. That selection's attributes influence how an element is to be used and displayed in the user interface.

Specifications

Name	Value
Related Entity	UserDefinedSelection
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No

Constraints

1. This field is mandatory, a value must be supplied.
2. In small list check that at least one UDS element is active [UserDefinedSelectionSmallActiveElementRule]
3.

Rule validates if customerID in UDSElement is unique in space of {@linkplain UserDefinedSelection}. In other words, an UserDefinedSelection class instance can have many UDSElement, but each of UDSElements must have an unique customerID field value.

NOTE: uniqueness check is case-sensitive. CustomerID 'foo' is different than 'FOO'.

User

Description

The user is the entity that defines a system user with his information.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [UserCreateRule] .
2. [UserLastModifiedDateRule]
- 3.
4. This computational rule is triggered When a User is updated. When a User is updated, we need to update the last modified date of the Employee, if any, that is related to the User.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
City	String	User's city	X	X	X	X
CompensationEmployeeId	String		X	X	X	X
CompensationSystemId	String		X	X	X	X
ContentLanguages	String		X	X	X	X
CorporateEmail	String	User's corporate email address	X	X	X	X
CorrespondenceEmail	String	User's correspondence email address	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
CorrespondenceLanguage	Locale		X	X	X	X
Country	String	User's country	X	X	X	X
DepartmentName	String	User's department name	X	X	X	X
DepartmentNumber	Integer	User's department number	X	X	X	X
EmployeeID	String	User's Employee ID	X	X	X	X
Fax	String	User's fax number	X	X	X	X
FirstName	String	User's first name	X	X	X	X
HomePhone	String	User's home phone number	X	X	X	X
Initial	String	User's initial	X	X	X	X
LastModifiedDate	DateTime		X	X		
LastName	String	User's last name	X	X	X	X
MobilePhone	String	User's mobile phone number	X	X	X	X
Pager	String	User's pager number	X	X	X	X
PersonalEmail	String	User's personal email address	X	X	X	X
Prefix	String	User's prefix	X	X	X	X
State	String	User's state	X	X	X	X
StreetAddress	String	User's street address line 1	X	X	X	X
StreetAddress2	String	User's street address line 2	X	X	X	X
StreetAddress3	String	User's street address line 3	X	X	X	X
Suffix	String	User's suffix	X	X	X	X
SystemUser	Boolean	Flags that tells if this user is a system user or a standard user	X	X	X	X
Timezone	String		X	X	X	X
Title	String	User's title	X	X	X	X
UserNo	Integer		X	X		
WorkPhone	String	User's work phone number	X	X	X	X
WorkphoneExtension	String	User's work phone number extension	X	X	X	X
Zipcode	String	User's zipcode	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ConfigProfile	ConfigProfile		0..1	X	X	X	X	X	X
DefaultHiringManager	User		0..1	X	X	X	X	X	X
DefaultRecruiter	User		0..1	X	X	X	X	X	X

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Department	Department		0..1	X	X	X	X	X	X
HierarchicalRole	HierarchicalRole		1	X	X	X	X	X	X
OfferPreferredApprovers	User		0..N	X	X				
RequisitionPreferredApprovers	User		0..N	X	X				
RoleAssignments	RoleAssignment		0..N	X	X	X	X	X	X
UserAccount	UserAccount		1	X	X	X			
UserTypes	UserType		0..N	X	X	X	X	X	X

Field Details

Field: City

Description

User's city.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- String length : min (0), max (100).

Field: CompensationEmployeeId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: CompensationSystemId

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: ContentLanguages

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes

Name	Value
Create	Yes
Update	Yes
Search	Yes

Field: CorporateEmail

Description

User's corporate email address.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).
2. [UserCorporateEmailAddressRule]. This rule makes sure that the corporate email is a valid email address.

Field: CorrespondenceEmail

Description

User's correspondence email address.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).
2. [UserCorrespondenceEmailAddressRule]. This rule makes sure that the correspondence email is a valid email address.
3. This field is mandatory, a value must be supplied.

Field: CorrespondenceLanguage

Description

Specifications

Name	Value
Data Type	Locale
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Country

Description

User's country.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: DepartmentName

Description

User's department name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).

Field: DepartmentNumber

Description

User's department number.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes

Name	Value
Update	Yes
Search	Yes

Constraints

1. Must be a valid department number found in ATS.
2. [UserDepartmentAssignmentRule] checks if the supplied department number is an existing department.

Field: EmployeeID

Description

User's Employee ID.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).
2. String length : min (0), max (50).
3. [SynchronizeCSUserComputationRule] is a computational rule that synchronise the EmployeeNumber between CSUser and User. Synchronisation is triggered in 2 cases:
 - a)When TalentUser#arUser is created/modified - then fields (check UserCSUserSynchronizationUtils.ONE_TIME_COPY_FIELDS for full list of them) between CSUser entity and related - through TalentUser - User entity are synchronised (of course if both entities exist). For each pair of related fields algorithm is checking if one of them is empty - if yes then it's filled with value of the second field. So in other words copying without overriding is taking place. Exception is in case of User personal/correspondence email and CSUser email - personal email has precedence over correspondence when both are existing and when filling empty CSUser email. Also second exception is if both - CSUser email address and User personal email address - exist then override personal email with CSUser email value.
 - b)When User#employeeid/User#personalEmail is updated - then OVERRIDE employeeNumber/emailAddress of related CSUser with this new value.

Field: Fax

Description

User's fax number.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: FirstName

Description

User's first name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).

2. [SynchronizeCSUserFieldsWithARUserComputationRule] is a computational rule that synchronise CSUser and User. It is same as candidate.SynchronizeARUserWithCSUserComputationRule but the pObject is User instead of CSUser.
3. This field is mandatory, a value must be supplied.

Field: HomePhone

Description

User's home phone number.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: Initial

Description

User's initial.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (3).
2. String length : min (0), max (60).
3. [SynchronizeCSUserFieldsWithARUserComputationRule] is a computational rule that synchronise CSUser and User. It is same as candidate.SynchronizeARUserWithCSUserComputationRule but the pObject is User instead of CSUser.

Field: LastModifiedDate

Description

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: LastName

Description

User's last name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).
2. [SynchronizeCSUserFieldsWithARUserComputationRule] is a computational rule that synchronise CSUser and User. It is same as candidate.SynchronizeARUserWithCSUserComputationRule but the pObject is User instead of CSUser.
3. This field is mandatory, a value must be supplied.

Field: MobilePhone

Description

User's mobile phone number.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: Pager

Description

User's pager number.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: PersonalEmail

Description

User's personal email address.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).
2. [UserPersonalEmailAddressRule]. This rule makes sure that the personal email is a valid email address.
3. [SynchronizeCSUserComputationRule] is a computational rule that synchronise the EmployeeNumber between CSUser and User. Synchronisation is triggered in 2 cases:
 - a)When TalentUser#arUser is created/modified - then fields (check UserCSUserSynchronizationUtils.ONE_TIME_COPY_FIELDS for full list of them) between CSUser entity and related - through TalentUser - User entity are synchronised (of course if both entities exist). For each pair of related fields algorithm is checking if one of them is empty - if yes then it's filled with value of the second field. So in other words copying without overriding is taking place. Exception is in case of User personal/correspondence email and CSUser email - personal email has precedence over correspondence when both are existing and when filling empty CSUser email. Also second exception is if both - CSUser email address and User personal email address - exist then override personal email with CSUser email value.
 - b)When User#employeeId/User#personalEmail is updated - then OVERRIDE employeeNumber/emailAddress of related CSUser with this new value.

Field: Prefix

Description

User's prefix.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (3).
2. String length : min (0), max (30).
3. [SynchronizeCSUserFieldsWithARUserComputationRule] is a computational rule that synchronise CSUser and User. It is same as candidate.SynchronizeARUserWithCSUserComputationRule but the pObject is User instead of CSUser.

Field: State

Description

User's state.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: StreetAddress

Description

User's street address line 1.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: StreetAddress2

Description

User's street address line 2.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: StreetAddress3

Description

User's street address line 3.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (100).

Field: Suffix

Description

User's suffix.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (3).
2. String length : min (0), max (30).
3. [SynchronizeCSUserFieldsWithARUserComputationRule] is a computational rule that synchronise CSUser and User. It is same as candidate.SynchronizeARUserWithCSUserComputationRule but the pObject is User instead of CSUser.

Field: SystemUser

Description

Flags that tells if this user is a system user or a standard user.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Timezone

Description

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Title**Description**

User's title.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (255).

Field: UserNo**Description****Specifications**

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: WorkPhone**Description**

User's work phone number.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: WorkphoneExtension

Description

User's work phone number extension.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).

Field: Zipcode

Description

User's zipcode.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (20).
2. String length : min (0), max (100).

Relation Details

Relation: ConfigProfile

Description

Specifications

Name	Value
Related Entity	ConfigProfile
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Constraints

1. [ConfigProfileValidation] validates the assignment of a config profile to a user.

Relation: DefaultHiringManager

Description

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: DefaultRecruiter

Description

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: Department

Description

Specifications

Name	Value
Related Entity	Department
Cardinality	0..1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: HierarchicalRole

Description

Specifications

Name	Value
Related Entity	HierarchicalRole
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: OfferPreferredApprovers

Description

Specifications

Name	Value
Related Entity	User
Cardinality	0..N

Name	Value
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: RequisitionPreferredApprovers

Description

Specifications

Name	Value
Related Entity	User
Cardinality	0..N
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

Relation: RoleAssignments

Description

Specifications

Name	Value
Related Entity	RoleAssignment
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes

Name	Value
Remove	Yes

Relation: UserAccount

Description

Specifications

Name	Value
Related Entity	UserAccount
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

Relation: UserTypes

Description

Specifications

Name	Value
Related Entity	UserType
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

UserAccount

Description

The userAccount is the authentication entity that defines a system user.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [UserAccountCreateRule]
2. [UserLastModifiedDateRule]
- 3.
4. [UserAccountAuditLogRule] UserAccount AuditLog rule.
5. Similar condition as in UIUserManagementAccount.checkValidityPeriod() When changing or removing this rule please take into account the above function.

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
AccountCreationDate	DateTime	Account creation date	X	X	X	
AccountEndValidity	DateTime	The account validity end date	X	X	X	X
AccountStartValidity	DateTime	The account validity start date	X	X	X	X
ForceChangePassword	Boolean	Indicates whether the user must change his or her password at next login.	X	X	X	X

Field Name	Type	Description	Export	Search	Create	Update
LastPasswordModification	DateTime	Last date when the user changed his or her password.	X			
Loginname	String	The user's login name	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
AccountStatus	AccountStatus	The user account status	1	X	X	X	X		
Groups	Group	User accounts that belongs to this group	0..N	X	X	X	X	X	X
OLFCoverageAreas	OLFCoverageAreas		0..N	X	X	X	X	X	X

Field Details

Field: AccountCreationDate

Description

Account creation date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. This field is mandatory, a value must be supplied.
2. [UserCreationDateUnmodifiableRule]. This rule makes sure that we do not modify the user creation date.

Field: AccountEndValidity

Description

The account validity end date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Account end validity must be after the account start validity.
2. [UserAccountActiveToActiveFromRule]. This rule makes sure that the activeTo date is after activeFrom date.

Field: AccountStartValidity

Description

The account validity start date.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. Account start validity must be before Account end validity.

- [UserAccountActiveToActiveFromRule]. This rule makes sure that the activeTo date is after activeFrom date.

Field: ForceChangePassword

Description

Indicates whether the user must change his or her password at next login.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

- This field is mandatory, a value must be supplied.

Field: LastPasswordModification

Description

Last date when the user changed his or her password.

Specifications

Name	Value
Data Type	DateTime
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: Loginname

Description

The user's login name.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (1), max (255).
2. [UserLoginNameRule]. This rule makes sure that we have a loginName if the user is not deleted. It also makes sure that the length of this field is correct and that the login name is unique.
3. [UserUniqueLoginNameRule] makes sure the login name is unique.

Relation Details

Relation: AccountStatus

Description

The user account status.

Specifications

Name	Value
Related Entity	AccountStatus
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Name	Value
Reset	No
Remove	No

Constraints

1. [UserAccountDeleteRule]. This rule is called when we delete a user from a realm. It cleans the roles, groups, position and loginname.
2. [UserAccountStatusRule] validates on the recover of an account if there is no active account with the same login name.
3. This computation rule is triggered when user account changes it's state to 'Deleted'. Then rule removes deleted user from all BasePool.fUsers.
- 4.
5. [PreventDeletingDefaultAssigneeUserRule] New rule to prevent deleting default assignee user on a functional role.

Relation: Groups

Description

User accounts that belongs to this group.

Specifications

Name	Value
Related Entity	Group
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

Relation: OLFCoverageAreas

Description

Specifications

Name	Value
Related Entity	OLFCoverageArea
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	Yes
Remove	Yes

UserDefinedSelection

Description

The UserDefinedSelection entity models user-defined selections. A selection (domain of discrete values) may then be used to define user-defined fields.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [UserDefinedSelectionDefaultValueRule] sets default value according to specific rules.
2. [UserDefinedSelectionLargeCodeRule]
3. [UserDefinedSelectionLargeOLFLinkingRule]
4. [UserDefinedSelectionLargeRequiredLanguageRule]
5. [UserDefinedSelectionLargeRule]
6. [UserDefinedSelectionOLFLinkingMandatoryRule]
7. [UserDefinedSelectionOLFMetaClassRule]
8. [UserDefinedSelectionOriginRule]
9. [UserDefinedSelectionRequiredLanguagesRule]
10. [UserDefinedSelectionSmallCodeRule]
11. [UserDefinedSelectionSmallEffectiveDatingRule]
12. [UserDefinedSelectionSmallNameRule]
13. [UserDefinedSelectionSmallOLFLinkingRule]
14. [UserDefinedSelectionSmallOLFMetaClassRule]

15. [UserDefinedSelectionSmallRequiredLanguageRule]
16. [UserDefinedSelectionStandardRule] validates that standard selection cannot be created, modified or deleted.
17. The rule [UserDefinedSelectionRequiredLanguagesRule] validate that there is at least one name is filled in the large selection otherwise it's impossible to edit the selection in the list.
18. [UpdateLastModifiedDateUserDefinedSelection]

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	Alphanumeric code that uniquely identifies the selection.	X	X	X	X
CustomerID	String	The UserDefinedSelection internal identifier specified by the customer. Used for referencing a UserDefinedSelection identifier known in another external system for integration purposes.	X	X	X	X
EffectiveDatingEnabled	Boolean	Indicates if the elements of this selection can specify an activation period. If this field is set to false, any dates in the 'effectiveFrom' and 'effectiveTill' fields of the elements will not be considered.	X	X	X	X
Large	Boolean	Indicates that this selection handles a large amount of elements.	X	X	X	
Name	String	Descriptive name of the selection.	X	X	X	X
Number	Integer	The unique identifier of this entity.	X	X		
OLFLinkingMandatory	Boolean	Indicates if all elements of this selection must be linked to at least one structure element.	X	X	X	X
OLFMetaClass	String	The meta-class of one of the following: Organization, Location, JobField. Elements linked to this selection must only be linked to that type of structure.	X	X	X	X

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Elements	UDSElement	Contains the elements of this selection.	0..N	X	X	X	X	X	
Origin	Origin	Indicates the origin of this selection (either built in by Taleo, or company-specific data).	1	X					

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
RequiredLanguages	RequiredLanguages	Indicates which languages are required to make this user-defined selection complete.	1	X	X	X			

Field Details

Field: Code

Description

Alphanumeric code that uniquely identifies the selection.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. The value must be unique across all other instances of this entity type.
2. String length : min (0), max (50).

Field: CustomerID

Description

The UserDefinedSelection internal identifier specified by the customer. Used for referencing a UserDefined-Selection identifier known in another external system for integration purposes.

Specifications

Name	Value
Data Type	String

Name	Value
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. [UserDefinedSelectionCustomerIDUniqueRule]

Field: EffectiveDatingEnabled

Description

Indicates if the elements of this selection can specify an activation period. If this field is set to false, any dates in the 'effectiveFrom' and 'effectiveTill' fields of the elements will not be considered.

Specifications

Name	Value
Data Type	Boolean
Mandatory	Yes
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Large

Description

Indicates that this selection handles a large amount of elements.

Specifications

Name	Value
Data Type	Boolean
Mandatory	Yes

Name	Value
Multilingual	No
Export	Yes
Create	Yes
Update	No
Search	Yes

Constraints

1. Check that object user defined selection has at least one active UDS element.

Field: Name

Description

Descriptive name of the selection.

Specifications

Name	Value
Data Type	String
Mandatory	Yes
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: Number

Description

The unique identifier of this entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No

Name	Value
Search	Yes

Field: OLFLinkingMandatory

Description

Indicates if all elements of this selection must be linked to at least one structure element.

Specifications

Name	Value
Data Type	Boolean
Mandatory	Yes
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: OLFMetaClass

Description

The meta-class of one of the following: Organization, Location, JobField. Elements linked to this selection must only be linked to that type of structure.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Relation Details

Relation: Elements

Description

Contains the elements of this selection.

Specifications

Name	Value
Related Entity	UDSElement
Cardinality	0..N
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	Yes

Relation: Origin

Description

Indicates the origin of this selection (either built in by Taleo, or company-specific data).

Specifications

Name	Value
Related Entity	Origin
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: RequiredLanguages

Description

Indicates which languages are required to make this user-defined selection complete.

Specifications

Name	Value
Related Entity	RequiredLanguages
Cardinality	1
Export	Yes
Create	Yes
Update	No
Search	Yes
Reset	No
Remove	No

UserType

Description

User Roles are sets of Functional Permissions that can be attributed to Users.

Specifications

Name	Value
Parent Entity	BaseMultilingualAdminEntity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	Yes
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean	Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.	X	X	X	X
Base	Boolean	Indicates if the given language is the base language for this entity. The entity must have a base language, and that language must also be supported by the entity.	X	X	X	X
Code	String	Unique identifier providing a meaningful key	X	X	X	X
Name	String	Name of the Administration Entity (mutlilingual)	X	X	X	X

Field Details

Field: Active

Description

Indicates if the given language is active (or usable). Inactive languages are seen only when administering an entity, and are not considered usable throughout the system.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [MandatoryForBaseLocaleRule]. This rule is used to validate that a multilingual-field is not empty for the base and active locale.

Field: Base

Description

Indicates if the given language is the base language for this entity.

The entity must have a base language, and that language must also be supported by the entity.

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. [BaseLocaleOnActiveEntityRule] implements the following business rule: "The base locale of a non-draft entity cannot be changed."

Field: Code

Description

Unique identifier providing a meaningful key.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (50).
2. This Rule checks if the FIELD contains space character at the beginning or at the end.
Return Success if FIELD does not contain any space character at the beginning or at the end.
Return Failure if FIELD contains space character at the beginning or at the end.

Field: Name

Description

Name of the Administration Entity (multilingual)

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	Yes
Update	Yes

Name	Value
Search	Yes

Constraints

1. String length : min (0), max (200).

WillingnessToTravel

Description

Will Travel lookup values. It determines the person's likeliness to travel.

Specifications

Name	Value
Parent Entity	BaseEditableDatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Active	Boolean		X	X		
Code	String		X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
Sequence	Integer		X	X		
Value	Integer	This a value associated to a WillTravel record used for computation.	X	X		

Lookup Values

Here are the possible lookup values for WillingnessToTravel.

Number	Name
1	Not
2	Yes25OfTheTime
3	Yes50OfTheTime
4	Yes75OfTheTime
5	Yes100OfTheTime
6	Yes5OfTheTime
7	Yes10OfTheTime
8	Yes15OfTheTime
9	Yes20OfTheTime

Field Details

Field: Active

Description

Specifications

Name	Value
Data Type	Boolean
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Code

Description

Specifications

Name	Value
Data Type	String

Name	Value
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Sequence

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Value

Description

This is a value associated to a WillTravel record used for computation.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

WillRelocate

Description

Will Relocate lookup values. It determines the level of interest for a person in being relocated.

Specifications

Name	Value
Parent Entity	ResourceLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Code	String	The unique code of this enumeration value.	X	X		
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		
ResourceNumber	Integer	The physical identifier for this resource lookup.	X	X		

Lookup Values

Here are the possible lookup values for WillRelocate.

Number	Name
2	YesAnswer
3	NoAnswer
4	DependsOnLocation

Field Details

Field: Code

Description

The unique code of this enumeration value.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Field: ResourceNumber

Description

The physical identifier for this resource lookup.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

WorkItem

Description

A work item represents a task that is assigned to a user of the Taleo system.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	No

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Comment	String	A comment entered by the user who created the work item.	X			
CreationDate	DateTime	The date and time the work item was created.	X			

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Assignee	User	The user to whom this workitem is assigned.	1	X					
Originator	User	The user who created the workitem.	0..1	X					

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ResumeState	WorkItemState	The state of the work item before being put on hold.	0..1	X					
State	WorkItemState	The current state of the work item.	1	X					
Type	WorkItemType	The type of work item.	1	X					

Field Details

Field: Comment

Description

A comment entered by the user who created the work item.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Field: CreationDate

Description

The date and time the work item was created.

Specifications

Name	Value
Data Type	DateTime
Mandatory	Yes
Multilingual	No
Export	Yes
Create	No

Name	Value
Update	No
Search	No

Relation Details

Relation: Assignee

Description

The user to whom this workitem is assigned.

Specifications

Name	Value
Related Entity	User
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Originator

Description

The user who created the workitem.

Specifications

Name	Value
Related Entity	User
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: ResumeState

Description

The state of the work item before being put on hold.

Specifications

Name	Value
Related Entity	WorkItemState
Cardinality	0..1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: State

Description

The current state of the work item.

Specifications

Name	Value
Related Entity	WorkItemState
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

Relation: Type

Description

The type of work item.

Specifications

Name	Value
Related Entity	WorkItemType
Cardinality	1
Export	Yes
Create	No
Update	No
Search	No
Reset	No
Remove	No

WorkItemCategory

Description

Defines categories in which work items can be classified. Currently two categories exist: Assignable and Automatic.

Specifications

Name	Value
Parent Entity	DatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		

Lookup Values

Here are the possible lookup values for WorkItemCategory.

Number	Name
1	Automatic
2	Assignable

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

WorkItemState

Description

Defines states in which a work item can be. There are currently two possible states.

Active, which indicates that the workitem is ready to be read and realized. This is the initial status. The second state is On Hold, which suspends a work item.

For example, when a requisition is put on hold, all its related workitems are automatically put on hold. They are resumed as soon as the requisition is resumed.

Specifications

Name	Value
Parent Entity	DatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
Number	Integer	The physical key of the entity.	X	X		

Lookup Values

Here are the possible lookup values for WorkItemState.

Number	Name
1	Active
2	OnHold

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

WorkItemType

Description

Defines the kinds of work items that exist in the Taleo system. Each type of work item is also associated to a category.

Specifications

Name	Value
Parent Entity	DatabaseLookup
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	No
Update	No
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Description	String	Textual representation of the entity.	X	X		
NextExpectedActionDescription	String	Describes the action that the user receiving this type of work item is expected to take.	X	X		
Number	Integer	The physical key of the entity.	X	X		

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
Category	WorkItemCategory	The category in which this work item type is classified.	1	X	X				

Lookup Values

Here are the possible lookup values for WorkItemType.

Number	Name
1	ToBeCompleted
2	ReadyForSourcing
3	Contribute
4	ApproveRequisition
5	SourcingStrategyToBeDefined
7	ExtendPosting
8	AmendApprovalPath
9	Verify
10	ToBeFilled
11	ApproveOffer
12	ExtendOffer
13	FinalizeStartDate
14	ConfirmEmployeePresence
15	CompleteSelectionProcess

Field Details

Field: Description

Description

Textual representation of the entity.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: NextExpectedActionDescription

Description

Describes the action that the user receiving this type of work item is expected to take.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	Yes
Export	Yes
Create	No
Update	No
Search	Yes

Field: Number

Description

The physical key of the entity.

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	Yes

Relation Details

Relation: Category

Description

The category in which this work item type is classified.

Specifications

Name	Value
Related Entity	WorkItemCategory
Cardinality	1
Export	Yes
Create	No
Update	No
Search	Yes
Reset	No
Remove	No

WorkLocation

Description

Represent the Work Location of the latest location level.

Specifications

Name	Value
Parent Entity	Entity
Abstract	No
Supports Custom Fields	No
Export	Yes
Import	No
Create	Yes
Update	Yes
Search	Yes

Field Summary

Field Name	Type	Description	Export	Search	Create	Update
Address1	String	The address of the work location	X	X	X	X
Address2	String	The address of the work location	X	X	X	X
City	String	The city of the work location	X	X	X	X
Code	String	The code of the work location	X	X	X	X
no	Integer		X			

Relation Summary

Relation Name	Related Class	Description	Cardinality	Export	Search	Create	Update	Remove	Reset
ManagedLocation	Location		1	X	X	X	X		

Field Details

Field: Address1

Description

The address of the work location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (400).

Field: Address2

Description

The address of the work location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (400).

Field: City

Description

The city of the work location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Constraints

1. String length : min (0), max (400).

Field: Code

Description

The code of the work location.

Specifications

Name	Value
Data Type	String
Mandatory	No
Multilingual	No
Export	Yes
Create	Yes
Update	Yes
Search	Yes

Field: no

Description

Specifications

Name	Value
Data Type	Integer
Mandatory	No
Multilingual	No
Export	Yes
Create	No
Update	No
Search	No

Relation Details

Relation: ManagedLocation

Description

Specifications

Name	Value
Related Entity	Location
Cardinality	1
Export	Yes
Create	Yes
Update	Yes
Search	Yes
Reset	No
Remove	No