

Data Warehouse Specification

For

Taleo 13A

Version 1.1

Document presented to

Customer

By

Oracle Consulting Services

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Table of contents

	Revision history	3
1	Introduction	7
2	Overview	7
3	Data files specifications	8
4	Data model	9
4.1	SmartOrg	13
4.1.1	Competency	13
4.1.2	CustomSelection	16
4.1.3	Deleted	17
4.1.4	Employee	18
4.1.5	Foundation	21
4.1.6	Lookup	27
4.1.7	Position	37
4.1.8	Rating	41
4.1.9	TalentUser	43
4.2	Recruiting	48
4.2.1	Approval	48
4.2.2	Candidate	50
4.2.3	CSWorkflow	55
4.2.4	Deleted	58
4.2.5	Lookup	60
4.2.6	Message	70
4.2.7	Offer	72
4.2.8	Profile_Application	86
4.2.9	Question	95
4.2.10	Requisition	98
4.2.11	Sourcing	106
4.2.12	UDF	111
4.3	Performance	113
4.3.1	BusinessGoal	113
4.3.2	Deleted	116
4.3.3	DevelopmentPlan	119
4.3.4	EmployeeGoalPlan	130
4.3.5	EmployeeReview	137
4.3.6	Lookup	144
4.3.7	SuccessionPlan	150
Appendix A.	Differences with Taleo Data Dictionary	153

Revision history

No	Date	By	Description
1.0	2013-08-30	Romain Guay	<i>Differences with Data Warehouse Specification_Taleo Recruiting 11A_v1.7</i> • Reorganized packages and diagrams. • Added consolidation actions to each table. • Reordered fields in Application table. • Reordered fields in ProfileInformation table. • Added Experience.ReasonForLeaving and Location_Number fields. • Added Study. ProgramType_Number field. • Dropped HierarchicalRole.Active and Base fields. • Added Location.WorkLocation_Address1, WorkLocation_Address2, WorkLocation_City and WorkLocation_Code fields. • Added Organization.BusinessOrganization_Number field. • Added User.ConfigProfile, DepartmentNumber and DepartmentName fields. Reordered User fields. • Dropped JobInformation.DescriptionActive field. Added JobInformation.NumberToHire field. • Dropped Competency.Active and Base fields. Added Competency.LastModifiedDate field. Reordered Competency fields. Transformed Competency as a Delta extract. • Dropped RatingDimension.Active and Base fields. Added RatingDimension.LastModifiedDate. Reordered RatingDimension fields. Transformed RatingDimension as a Delta extract. • Dropped RatingModel.Active and Base fields. Added RatingModel.LastModifiedDate. Reordered RatingModel fields. Transformed RatingModel as a Delta extract. • Added RatingModelDimension.Number field. Reordered RatingModelDimension fields. Transformed RatingModelDimension as a Delta extract. • Reordered RatingValue fields. Transformed RatingValue as a Delta extract. • Reordered SubCompetency fields. Transformed SubCompetency as a Delta extract. • Dropped DiversityPossibleAnswerType.Active and Base

			fields. • Dropped DiversityQuestionType.Active and Base fields. • Transformed NetworkLocation as a Delta extract. • Dropped MessageTemplate.Active and Base fields. • Dropped DiversityQuestion.Active and Base fields. • Dropped Question.Active and Base fields. • Added TalentUser.CareerSiteLanguage_ISO, CorrespondenceLanguage_ISO, DoNotEmail, Employee_Number, LastReferralListAccessDate, LastSubmissionListAccessDate, PreferredTimeZone_Number, SendApplicationAcknowledgement, SendJobPostingNotification, SendMyJobAgentsNotice and SendRejectionLetterNotice fields. Reordered TalentUser fields. • Renamed TalentUser_EmploymentStatus to TalentUser_EmploymentStatuses. • Renamed InterestInIntlAssignment to InterestIntlAssignment. • Dropped Document, BckgndCheckConsent_Documents, ElectronicSignature_Documents and PrivacyStatement_Documents tables. • Added CSWStep.ApplicationState_Number field. • Added CSWStatus.ApplicationState_Number field. • Dropped CSWStepUsage and CSWStatusUsage tables. • Added SourcingRequestHistory table. • Added CertificationRequirement, Competency_NetworkJobFields, CompetencyRequirement, ConfigProfile, CustomSelection, CustomSelectionElement, DelegatedEmployees, DeletedMatrixManager, Employee, EmployeePotential, EmployeeRiskOfLoss, EmployeeStatus, EmployeeUDF, JobProfile, JobRole_JobCodes, JobRoleDefinition, MatchStatus, MatrixManager, Position, ProfileImportance and ProgramType tables. • Added CieEmployer.Status_Number field. • Added CieInstitution.Status_Number field. • Added CieProgram.Status_Number field. • Added the Performance module and all its tables. <i>Differences with Data Warehouse Specification_Taleo Performance 10.0.3_v1.0 – Draft</i> • Turned most of the files into Delta extracts.
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		• Dropped BusinessGoal.Active field. Reordered fields in BusinessGoal table. • Dropped BusinessMilestone.Active field. • Dropped BusinessMilestone.Active field. • Dropped BusinessProject.Active field. Added BusinessProject.LastModifiedDate field. • Dropped BusinessPeriod.Active field. • Dropped BusinessTheme.Active field. • Major changes to the Candidate table, now shared with the Recruiting module. • Added the Performance/Deleted package. • Added DevelopmentActivity.LastModifiedDate field. • Added DevelopmentCourse.LastModifiedDate field. • Added DevelopmentDocument.LastModifiedDate field. • Dropped DevelopmentGoal.Active field. Added DevelopmentGoal.Category, Cost, Credits, DisplaySequence, EndDate, ExternalOwnership, ExternalPartnerID, ExternalStatus, InitialValue, LastModifiedDate, Location, Score, AssignMode_Number, Currency_Number, DevelopmentActivityType_Number and TimeZone_Number fields. • Added DevelopmentOther.LastModifiedDate field. • Added DevelopmentPlan.LastApprovalStatusChangeDate and LastModifiedDate fields. • Dropped CompetencyGoal.Active field. Added CompetencyGoal.InitialValue, LastModifiedDate and GoalCategory_Number fields. • Dropped EmployeeGoal.Active field. Added EmployeeGoal.InitialValue, LastModifiedDate and GoalCategory_Number fields. • Dropped EmployeeGoalPlan.Active field. Added EmployeeGoalPlan.LastApprovalStatusChangeDate and LastModifiedDate fields. • Dropped EmployeeGoalTask.Active field. Added EmployeeGoalTask.LastModifiedDate fields. • Added SubCompetencyGoal table. • Dropped EmployeeReview.ReviewDefinition_Number and ReviewRequest_Number fields. Added EmployeeReview.LastApprovalStatusChangeDate, LastModifiedDate, ReviewDefinitionCode, ReviewDefinitionName fields. • Dropped ReviewDefinition table. • Dropped Review.CompetencySectionEntry_Number,
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			CompGoalSectionEntry_Number, EmpGoalSectionEntry_Number and OverallScore_Number fields. Added Review.CalibratedDate and RevisedDate fields. • Added ReviewEntry.LastModifiedDate field. • Dropped ReviewRequest table. • Dropped ReviewRequestGroup table. • Added ReviewText.LastModifiedDate field. • Dropped ReviewTextValue.Active field. • Added SuccessionPlan.LastApprovalStatusChangeDate and LastModifiedDate fields. • Added SuccessionPlanOption.LastModifiedDate field. • Added Employee.LastModifiedDate, Level and ProfileMatched fields. • Added EmployeeMetricsUDF and Employee_MetricValues table. • Added MatrixManager.LastModifiedDate field. • Dropped CoverageArea, CoverageArea_FunctionalDomains, FunctionalDomain, OLFCoverageArea, OLFCoverageArea_JobFields, OLFCoverageArea_Locations and OLFCoverageArea_Organizations tables. • Added DepartmentUDF and HierarchicalRole tables. • Added User.DepartmentName, DepartmentNumber and HierarchicalRole_RoleNo fields. • Dropped JobCode table. • Added JobProfile.LastModifiedDate field. • Added Experience.ReasonForLeaving and Location_Number fields. • Major changes to the ProfileInformation table. • Added Reference.RelationshipLength_Number field. • Added Study.ProgramType_Number field. • Major changes to the TalentCompetency table. • Added TalentUser.LastModifiedDate, Employee_Number and DoNotEmail. Replaced Talent_User.PreferredTimeZone with PreferredTimeZone_Number. Reordered fields in TalentUser.
1.1	2013-09-06	Romain Guay	• Added Review.OverallScore_Number field. • Added ReviewRequest table. • Added EmployeeReview.ReviewRequest_Number field. • Renamed Timestamp datatype to DateTime. • Fixed CieProgram with a Description field instead of Code.

1 Introduction

The purpose of this document is to present the data model for the Taleo Data Warehouse extracts using Taleo Connect Client (TCC) technology.

The reader will find an overview of the data model; common data files specifications, summary data diagrams at the entity level, and detailed information at the field level.

2 Overview

This release of the Data Warehouse specification was designed to match closely to the Taleo SmartOrg, Recruiting and Performance Data Dictionaries. Most of the entities from those Data Dictionaries are extracted here. Some were left aside because they did not have a purpose in the context of data warehousing and reporting.

Each module is further defined in packages to facilitate representing and understanding relationships. The number of files per module is shown below.

Module	Number of files
SmartOrg	88
Recruiting	112
Performance	81
Total	281

The data warehouse contains files that are extracted in Delta mode and others in Full mode. Delta files are extracted since the last successful run, which means they will typically contain changes for one day as the data warehouse extracts are usually run daily. Full files will be extracted in full on each run. Each table is categorized as Delta or Full in section 4.

In general, Delta extracts will use a filter based on the creation date (if present) and the last modified date or its equivalent. When a table allows for records in Draft status, those will be filtered out because those records are incomplete and cannot be referenced until they become Active.

Tables in the Deleted packages contain reference to records that were hard deleted, so completely disappeared from the corresponding table.

3 Data files specifications

Data files comply with the following common specifications.

Specification	Taleo Standard (default)	Customer Decisions															
1. Filename format	[Table name]_[YYYYMMDD].csv	(default)															
2. Fields delimiter	Commas (,)	(default)															
3. Quotation Character	Double quotes (“) Note: Appears only if a field value contains the delimiter, carriage return or quotation character itself.	(default)															
4. File header	[Table name],[Date (YYYY-MM-DD HH24:MI:SS)]	(default)															
5. Header row with column names	Yes	(default)															
6. File footer	[Table name],[Record count]	(default)															
7. Control characters translation all over the files content.	<table border="1"> <thead> <tr> <th>Value</th><th>ASCII number</th><th>Replaced by</th></tr> </thead> <tbody> <tr> <td>Tab</td><td>9</td><td>&#09;</td></tr> <tr> <td>LF</td><td>10</td><td>&#10;</td></tr> <tr> <td>CR</td><td>13</td><td>&#13;</td></tr> <tr> <td>“</td><td>34</td><td>&#34;</td></tr> </tbody> </table>	Value	ASCII number	Replaced by	Tab	9			LF	10	
	CR	13		“	34	"	(default)
Value	ASCII number	Replaced by															
Tab	9																	
LF	10	
															
CR	13																
“	34	"															
8. File delivery mode options: - File system - FTP - SFTP	File system – Local \data\outbound folder	(default)															
9. Date format	YYYY-MM-DD	(default)															
10. DateTime format	YYYY-MM-DD HH24:MI:SS	(default)															

- Data is in CSV format, using the chosen delimiter.
- Character encoding is UTF-8.
- For multilingual fields, only English values are provided.
- Dates and times are provided in Eastern Time zone (EST or EDT depending on the period of the year).

4 Data model

This section presents the data model divided into packages. For each package, a diagram shows entities and their relations and then each entity is detailed at the field level in a tabular format. The information contained here is a complement to the Data Dictionary, table and field descriptions were not repeated here unless necessary. On the diagrams, the relation names are mentioned only where necessary to distinguish multiple relations between the same tables or to add clarity.

Primary keys

Fields that are part of the primary key for each table are shown in **bold** face.

Foreign keys

Foreign keys are recognizable by the Reference Table and Reference Field columns.

Data types

Char(size)

Variable length character data with specified maximum size

Number(precision,scale)

Fixed-point number

precision: total number of digits

scale: places after the decimal point

Number(precision)

Fixed-point number with no decimal. Equivalent to Number(precision,0)

Number

Floating-point number with decimal precision 38

Boolean

Boolean value represented by 0 (false) or 1 (true) and stored as Number(1) or Char(1)

Date

Date in the format specified in section 3

DateTime

DateTime in the format specified in section 3

Diagram symbols

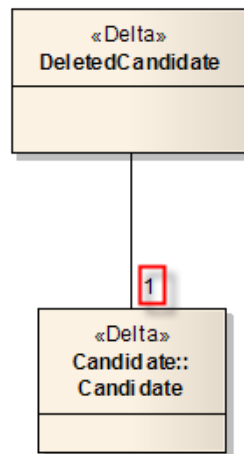
Stereotype

The stereotype is used to here to indicate if the table is a Delta or Full extract.



Cardinality

Cardinality is shown only on the visible (or navigable) side of the relation. For example, DeletedCandidate references (or has a foreign key on) one Candidate.

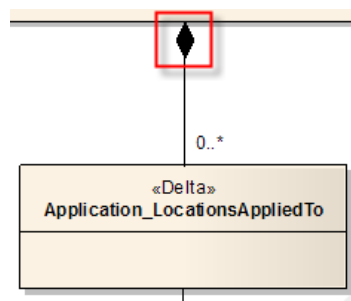


Cardinalities include:

- 1: One and only one (mandatory)
- 0..1: Zero or one (optional)
- 0..*: Zero to many
- 1..*: One to many

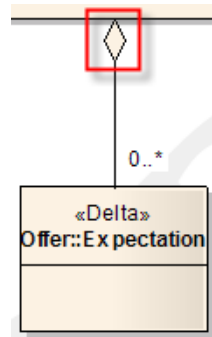
Composite aggregation

Composite aggregation is a special kind of parent-child relation where the children are deleted when their parent is deleted (cascade deletion). In our case, this also means that the parent holds an inclusive last modified date for itself and all of its children, and all children records are extracted along with their parent.



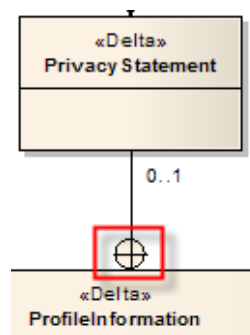
Shared aggregation¹

Shared aggregation is a weaker parent-child relation where the children are still deleted when their parent is deleted (cascade deletion), but children have their own last modified date and are not extracted along with their parent.



Nested aggregation

Nested aggregation indicates that the child table is nested within its parent, meaning that all its fields are extracted as part of the parent table. This was used here to reduce the number of extracted records.



Consolidation operations

Each table also has a section which defines the operations (Delete, Insert and Update) that are required to consolidate data extracted on each run with the customer database. For each operation, the matching criteria are specified either in a generic fashion like “None” or “Matching primary key” for simplicity, or with specific SQL statement where necessary for clarity. In those statements, SOURCE represents the extract results from Taleo and TARGET represents the consolidated data source. We also make use of a few temporary tables to simplify presentation and implementation. Those are represented by the TEMP data source.

Cases where the Delete operation has “None that is referenced” as criteria, it means that no record that is referenced elsewhere can be deleted. There could still be unreferenced records that got extracted one day and deleted later, but there is no way to track them. The only alternative

¹ Shared aggregation as used here does not correspond exactly to the official definition found in text books on object modeling, but we used it as such to serve our specific purposes about parent-child relations.

would be to delete and replace all those records each time or on a regular basis, which can still be done if this is a necessity to avoid those unreferenced records in the consolidated database.

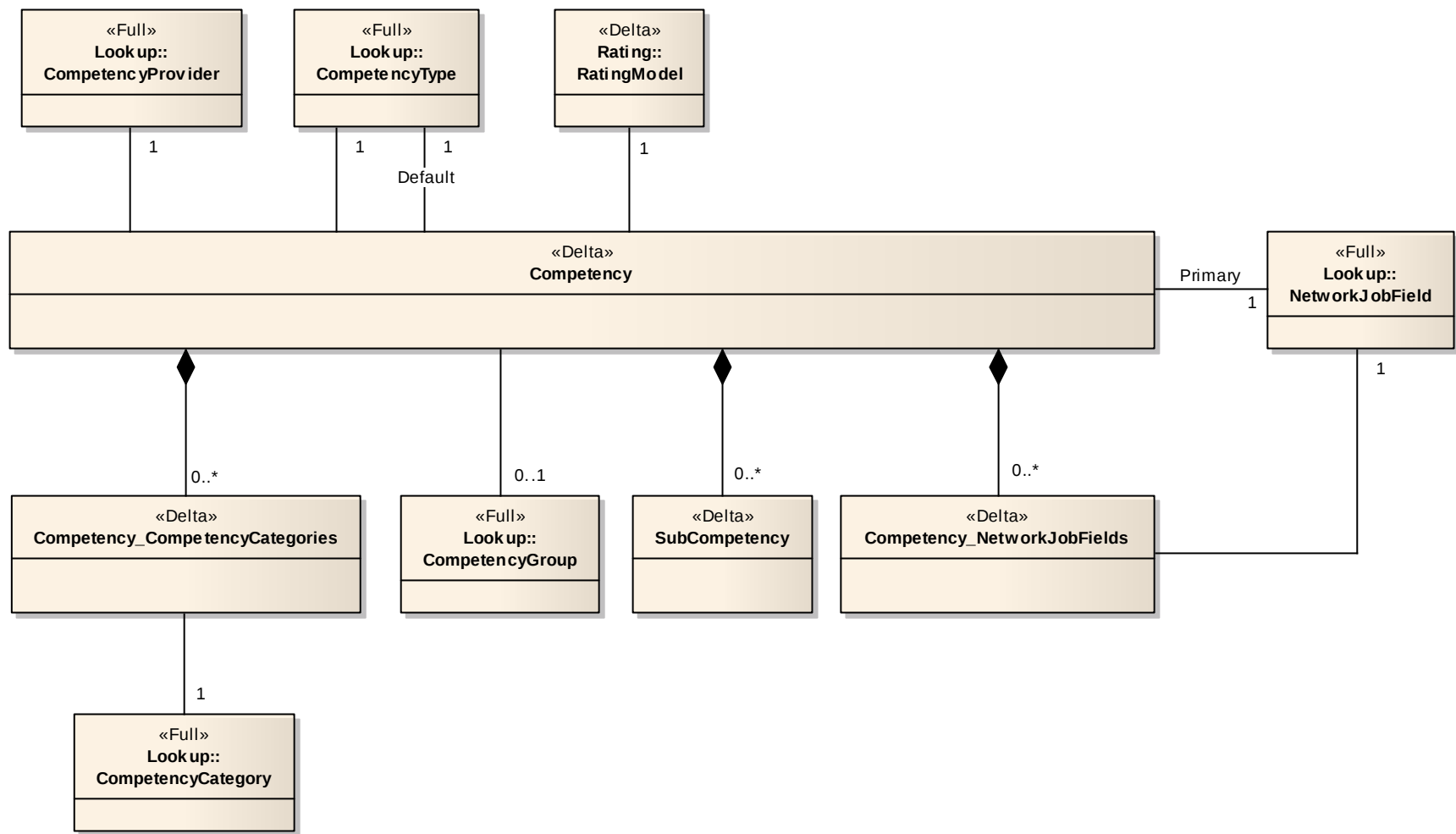
Actual implementation of those rules may vary depending on specific environments, but they are provided here as guidelines.

Limitations

- Organization, Location and JobField tables support deletion and reassignment. This means records can be deleted and their dependencies get reassigned to another record. However, during that reassignment, the last modified date of the dependent records does not get updated, so those records are not extracted again to reflect that change. This is a limitation currently on the Taleo side.

4.1 SmartOrg

4.1.1 Competency



4.1.1.1 Competency – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Alias	Char(300)	Y			
4	Description	Char(4000)	Y			
5	DescriptionText	Char(4000)	Y			
6	InternalCode	Char(200)	N			
7	LastModifiedDate	DateTime	N			
8	Name	Char(200)	Y			
9	CompetencyGroup_Number	Number(18)	Y	CompetencyGroup	Number	
10	CompetencyProvider_Number	Number(18)	Y	CompetencyProvider	Number	
11	CompetencyType_Number	Number(18)	N	CompetencyType	Number	
12	DefaultCompetencyType_Number	Number(18)	N	CompetencyType	Number	
13	PrimaryNetworkJobField_Number	Number(18)	N	NetworkJobField	Number	
14	RatingModel_Number	Number(18)	N	RatingModel	Number	
15	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.1.2 Competency_CptcyCategories – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Competency_Number	Number(18)	N	Competency	Number	
2	CompetencyCategory_Number	Number(18)	N	CompetencyCategory	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Competency_CptcyCategories.Competency_Number = SOURCE.Competency.Number				
Insert		All				

4.1.1.3 Competency_NetworkJobFields – (Delta)

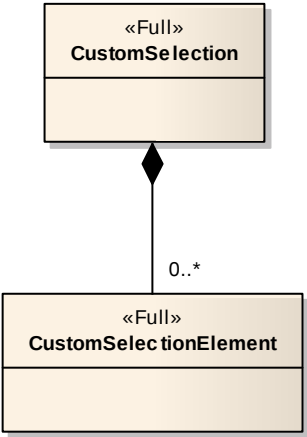
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Competency_Number	Number(18)	N	Competency	Number	
2	NetworkJobField_Number	Number(18)	N	NetworkJobField	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Competency_NetworkJobFields.Competency_Number = SOURCE.Competency.Number				
Insert		All				

4.1.1.4 SubCompetency – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DisplaySequence	Number(10)	N			

3	Name	Char(200)	Y			
4	ParentCompetency_Number	Number(18)	N	Competency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.SubCompetency.Competency_Number = SOURCE.Competency.Number				
Insert		All				

4.1.2 CustomSelection



4.1.2.1 CustomSelection – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
3	Code	Char(50)	N			
3	Name	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.2.2 CustomSelectionElement – (Full)

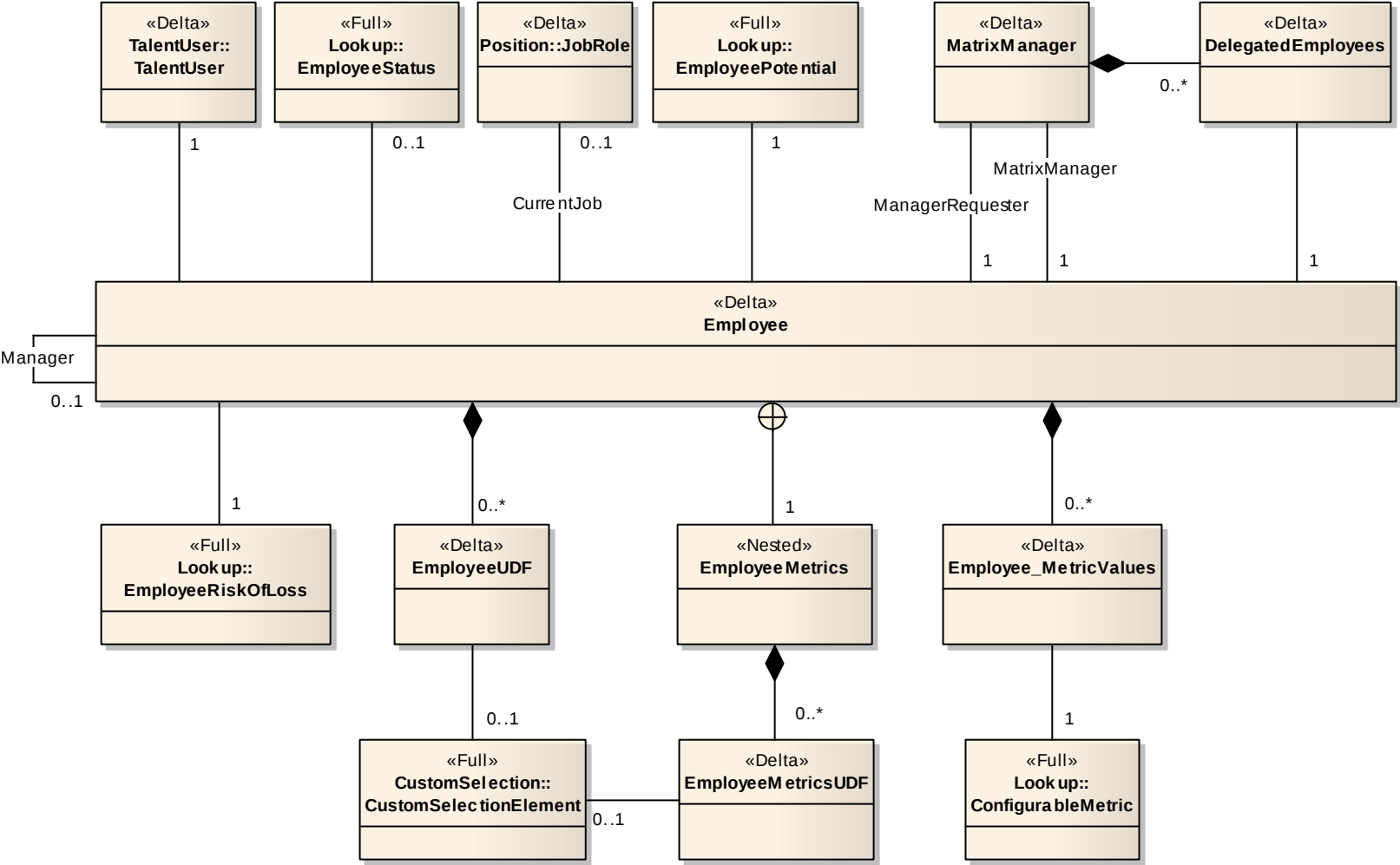
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	Sequence	Number(5)	N			
5	Selection_Number	Number(18)	Y	CustomSelection	Number	
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.3 Deleted

4.1.3.1 DeletedMatrixManager – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	MatrixManager_Number	Number(18)	N	MatrixManager	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.1.4 Employee



4.1.4.1 Employee – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	LastModifiedDate	DateTime	N			
3	Level	Number(10)	Y			
4	ProfileMatched	Boolean	N			
5	CompetencyScore	Number	Y			
6	CompetencyScoreDate	DateTime	Y			
7	GoalScore	Number	Y			
8	GoalScoreDate	DateTime	Y			
9	LastReviewScore	Number	Y			
10	LastReviewScoreDate	DateTime	Y			
11	PromotabilityReadinessEnd	Number(10)	Y			
12	PromotabilityReadinessSetDate	DateTime	Y			
13	PromotabilityReadinessStart	Number(10)	Y			
14	EmployeePotential_Number	Number(18)	N	EmployeePotential	Number	
15	EmployeeRiskOfLoss_Number	Number(18)	N	EmployeeRiskOfLoss	Number	
16	CurrentJob_Number	Number(18)	Y	JobRole	Number	
17	EmployeeStatus_Number	Number(18)	Y	EmployeeStatus	Number	
18	Location_Number	Number(18)	N	Location	Number	
19	Manager_Number	Number(18)	Y	Employee	Number	
20	Organization_Number	Number(18)	N	Organization	Number	
21	TalentUser_Number	Number(18)	N	TalentUser	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.4.2 EmployeeUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Employee_Number	Number(18)	N	Employee	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.EmployeeUDF.Employee_Number = SOURCE.Employee.Number				
Insert		All				

4.1.4.3 EmployeeMetricsUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Employee_Number	Number(18)	N	Employee	Number	
2	UDFName	Char(765)	N			

3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.EmployeeMetricsUDF.Employee_Number = SOURCE.Employee.Number				
Insert		All				

4.1.4.4 Employee_MetricValues – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Employee_Number	Number(18)	N	Employee	Number	
2	ConfigurableMetric_Number	Number(18)	N	ConfigurableMetric	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Employee_MetricValues.Employee_Number = SOURCE.Employee.Number				
Insert		All				

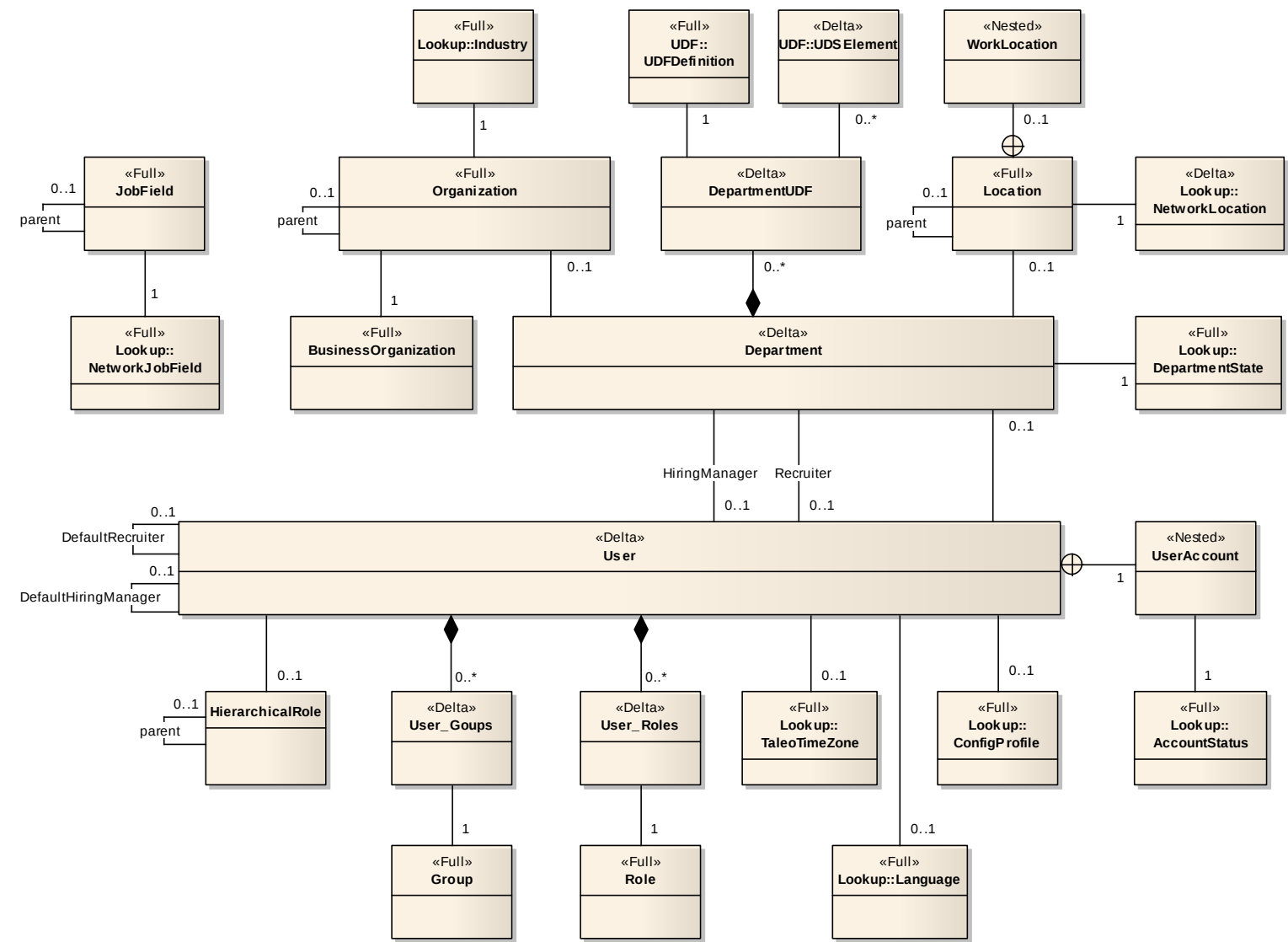
4.1.4.5 DelegatedEmployee – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	MatrixManager_Number	Number(18)	N	MatrixManager	Number	
2	DelegatedEmployee_Number	Number(18)	N	Employee	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DelegatedEmployee.MatrixManager_Number = SOURCE.DeletedMatrixManager.MatrixManager_Number				
Delete		Where TARGET.DelegatedEmployee.MatrixManager_Number = SOURCE.MatrixManager.Number				
Insert		All				

4.1.4.6 MatrixManager – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DelegateTasks	Boolean	N			
3	FromDate	DateTime	Y			
4	LastModifiedDate	DateTime	Y			
5	ToDate	DateTime	Y			
6	ManagerRequester_Number	Number(18)	N	Employee	Number	
7	MatrixManager_Number	Number(18)	N	Employee	Number	
Operation		Criteria				Comments
Delete		Where TARGET.MatrixManager.Number = SOURCE.DeletedMatrixManager.MatrixManager_Number				
Insert/Update		Matching primary key				

4.1.5 Foundation



4.1.5.1 BusinessOrganization – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	CustomerID	Char(50)	Y			
4	Level	Number(5)	N			
5	Name	Char(200)	Y			
6	Parent_Number	Numbe(18)	Y	BusinessOrganization	Number	
7	Status_Number	Number(18)	Y	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.5.2 Department – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	CostCenter	Char(255)	N			
4	EffectiveFrom	Date	Y			
5	EffectiveTill	Date	Y			
6	LastModifiedDate	DateTime	Y			
7	Name	Char(200)	Y			
8	PayFactor	Number(12,2)	Y			
9	HiringManager_UserNo	Number(18)	Y	User	UserNo	
10	Location_Number	Number(18)	Y	Location	Number	
11	Organization_Number	Number(18)	Y	Organization	Number	
12	Parent_Number	Number(18)	Y	Department	Number	
13	Recruiter_UserNo	Number(18)	Y	User	UserNo	
14	State_Number	Number(18)	N	DepartmentState	Number	
15	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.5.3 DepartmentUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Department_Number	Number(18)	N	Department	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.

Operation	Criteria	Comments
Delete	Where TARGET.DepartmentUDF.Department_Number = SOURCE.Department.Number	
Insert	All	

4.1.5.4 JobField – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Complete	Boolean	Y			
4	CustomerID	Char(50)	Y			
5	Level	Number(5)	N			
6	Locked	Boolean	N			
7	Name	Char(200)	Y			
8	NetworkJobField_Number	Number(18)	N	NetworkJobField	Number	
9	Parent_Number	Number(18)	Y	JobField	Number	
10	Sequence	Number(5)	Y			
11	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation	Criteria					Comments
Delete	None that is referenced					See limitation about JobField deletion at the beginning of section 4.
Insert/Update	Matching primary key					

4.1.5.5 Group – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Name	Char(255)	N			
3	Description	Char(255)	N			
Operation	Criteria					Comments
Delete	None that is referenced					
Insert/Update	Matching primary key					

4.1.5.6 HierarchicalRole – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	RoleNo	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(765)	Y			
4	Name	Char(200)	Y			
5	Parent_RoleNo	Number(18)	Y	HierarchicalRole	Number	
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.1.5.7 Location – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Abbreviation	Char(15)	Y			
3	Code	Char(50)	N			
4	Complete	Boolean	Y			
5	CustomerID	Char(50)	Y			
6	LastModifiedOn	Date	Y			
7	Level	Number(5)	N			
8	Name	Char(200)	Y			
9	ZipCode	Char(60)	Y			
10	NetworkLocation_Number	Number(18)	N	NetworkLocation	Number	
11	Parent_Number	Number(18)	Y	Location	Number	
12	Sequence	Number(5)	Y			
13	Status_Number	Number(18)	N	AdminEntityStatus	Number	
14	WorkLocation_Address1	Char(400)	Y			
15	WorkLocation_Address2	Char(400)	Y			
16	WorkLocation_City	Char(400)	Y			
17	WorkLocation_Code	Char(200)	Y			
Operation		Criteria				Comments
Delete		None that is referenced				See limitation about Location deletion at the beginning of section 4.
Insert/Update		Matching primary key				

4.1.5.8 Organization – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Complete	Boolean	Y			
4	CustomerID	Char(50)	Y			
5	Level	Number(5)	N			
6	Name	Char(200)	Y			
7	BusinessOrganization_Number	Number(18)	Y	BusinessOrganization	Number	
8	Industry_Number	Number(18)	Y	Industry	Number	
9	Parent_Number	Number(18)	Y	Organization	Number	
10	Sequence	Number(5)	Y			
11	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None that is referenced				See limitation about Organization deletion at the beginning of section 4.
Insert/Update		Matching primary key				

4.1.5.9 Role – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
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1	Number	Number(18)	N			
2	Name	Char(255)	N			
3	Description	Char(255)	Y			
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.1.5.10 User – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	UserNo	Number(18)	N			
2	City	Char(100)	Y			
3	CorporateEmail	Char(100)	Y			
4	CorrespondenceEmail	Char(100)	Y			
5	CorrespondenceLanguage_ISO	Char(15)	N	Language	ISO	
6	Country	Char(100)	Y			
7	DepartmentName	Char(765)	Y			
8	DepartmentNumber	Char(765)	Y			
9	EmployeeID	Char(255)	Y			
10	Fax	Char(50)	Y			
11	FirstName	Char(255)	Y			
12	HomePhone	Char(50)	Y			
13	Initial	Char(3)	Y			
14	LastModifiedDate	DateTime	N			
15	LastName	Char(255)	Y			
16	MobilePhone	Char(50)	Y			
17	Pager	Char(50)	Y			
18	PersonalEmail	Char(100)	Y			
19	Prefix	Char(30)	Y			
20	State	Char(100)	Y			
21	StreetAddress	Char(100)	Y			
22	StreetAddress2	Char(100)	Y			
23	StreetAddress3	Char(100)	Y			
24	Suffix	Char(3)	Y			
25	SystemUser	Boolean	N			
26	Title	Char(255)	Y			
27	WorkPhone	Char(50)	Y			
28	WorkphoneExtension	Char(50)	Y			
29	Zipcode	Char(20)	Y			
30	ConfigProfile_Number	Number(18)	Y	ConfigProfile	Number	
31	DefaultRecruiter_UserNo	Number(18)	Y	User	UserNo	
32	DefaultHiringManager_UserNo	Number(18)	Y	User	UserNo	
33	Department_Number	Number(18)	Y	Department	Number	
34	HierarchicalRole_RoleNo	Number(18)	Y	HierarchicalRole	RoleNo	
35	TimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	

36	UserAccount_CreationDate	DateTime	N			
37	UserAccount_EndValidity	DateTime	Y			
38	UserAccount_StartValidity	DateTime	Y			
39	UserAccount_ForceChangePwd	Boolean	N			
40	UserAccount_LastPwdModif	DateTime	Y			
41	UserAccount_Loginname	Char(255)	N			
42	UserAccount_Status_Number	Number(18)	N	AccountStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.5.11 User_Groups – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	User_UserNo	Number(18)	N	User	UserNo	
2	Group_Number	Number(18)	N	Group	Number	
Operation		Criteria				Comments
Delete		Where TARGET.User_Groups.User_UserNo = SOURCE.User.UserNo				
Insert		All				

4.1.5.12 User_Roles – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	User_UserNo	Number(18)	N	User	UserNo	
2	Role_Number	Number(18)	N	Role	Number	
Operation		Criteria				Comments
Delete		Where TARGET.User_Roles.User_UserNo = SOURCE.User.UserNo				
Insert		All				

4.1.6 Lookup

4.1.6.1 AccountStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.2 AdminEntityStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.3 Certification – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(1000)	Y			
3	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.4 CieEmployer – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	Y			
3	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.5 CieInstitution – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(300)	Y			
3	Location_Number	Number(18)	Y	NetworkLocation	Number	
4	Status_Number	Number(18)	N	AdminEntityStatus	Number	
5	Type_Number	Number(18)	Y	TypeOfInstitution	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.6 CieProgram – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(300)	N			
3	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.7 CompetencyCategory – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(4000)	Y			
4	Name	Char(200)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.8 CompetencyGroup – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(4000)	Y			
4	Name	Char(200)	Y			
5	DisplaySequence	Number(10)	N			
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.9 CompetencyProvider – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(3000)	Y			
4	Name	Char(200)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.10 CompetencyType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.11 ConfigProfile – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.12 ConfigurableMetric – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	DefaultValue	Boolean	N			
4	Name	Char(200)	Y			
5	Sequence	Number(5)	N			
6	Status_Number	Number(18)	Y	AdminEntityStatus	Number	
7	Type_Number	Number(18)	Y	MetricType	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.13 Currency – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	BaseCurrencyRatio	Number(30,10)	N			
4	Code	Char(150)	N			
5	Description	Char(150)	N			
6	ISO4217Abbreviation	Char(9)	N			
7	ISO4217Code	Number(5)	N			
8	Sequence	Number(5)	N			
9	Symbol	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.14 DepartmentState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(765)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.15 EmployeePotential – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	Y			
3	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.16 EmployeeRiskOfLoss – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.17 EmployeeStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.18 EmploymentStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(50)	N			
4	Description	Char(200)	Y			
5	Sequence	Number(5)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.19 Industry – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.20 InfoFeeder – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.21 InterestIntlAssignment – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			

2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.22 JobLevel – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(50)	N			
4	Description	Char(150)	Y			
5	Sequence	Number(5)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.23 JobSchedule – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(150)	N			
4	Description	Char(150)	Y			
5	Sequence	Number(5)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.24 JobShift – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(150)	N			
4	Description	Char(150)	Y			
5	Sequence	Number(5)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.25 JobType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
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1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(150)	N			
4	Description	Char(150)	Y			
5	Sequence	Number(5)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.26 Language – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	ISO	Char(15)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.27 NetworkJobField – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Complete	Boolean	Y			
4	Level	Number(5)	N			
5	Name	Char(765)	Y			
6	Sequence	Number(5)	Y			
7	Parent_Number	Number(18)	Y	NetworkJobField	Number	
8	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.28 NetworkLocation – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Abbreviation	Char(15)	Y			
3	Code	Char(50)	Y			
4	Complete	Boolean	N			
5	ISO3166Alpha3	Char(3)	Y			
6	LastModifiedOn	DateTime	Y			
7	Latitude	Number(30,10)	Y			
8	Level	Number(1)	N			

9	Longitude	Number(30,10)	Y			
10	Name	Char(150)	N			
11	ZipCode	Char(20)	Y			
12	Sequence	Number(5)	Y			
13	Parent_Number	Number(18)	Y	NetworkLocation	Number	
14	Status_Number	Number(18)	N	AdminEntityStatus	Number	
15	TimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.29 Origin – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.30 PhoneType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.31 ProfileImportance – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.32 ProgramType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			

3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.33 RaterType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.34 RatingDimensionType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.35 Reassignment – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.36 StudyLevel – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(50)	N			
4	Description	Char(765)	N			
5	Sequence	Nunber(5)	N			
Operation		Criteria				Comments
Delete		None				

Insert/Update	Matching primary key	
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4.1.6.37 TaleoTimeZone – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	TimezoneId	Char(765)	N			
3	IsDisplacementOnly	Boolean	N			
4	JavaTimeZone	Char(765)	N			
5	OffsetDescription	Char(765)	N			
6	OracleTimeZone	Char(765)	N			
7	TimezoneDescription	Char(765)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.38 TypeOfInstitution – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

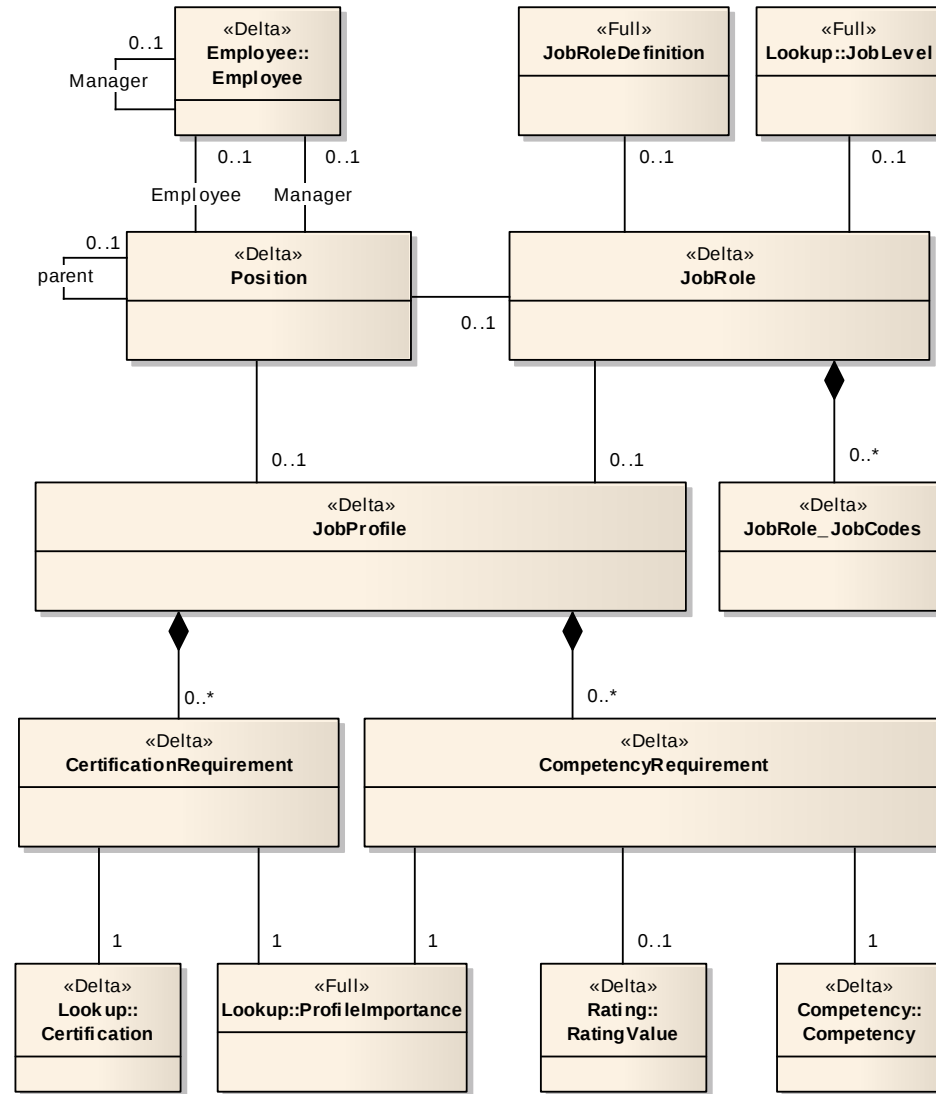
4.1.6.39 WillingnessToTravel – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.6.40 WillRelocate – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.7 Position



4.1.7.1 CertificationRequirement – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DisplaySequence	Number(10)	N			
3	Weight	Number(10)	N			
4	Certification_Number	Number(18)	N	Certification	Number	
5	Importance_Number	Number(18)	N	ProfileImportance	Number	
6	JobProfile_Number	Number(18)	N	JobProfile	Number	
Operation		Criteria				Comments
Delete		Where TARGET.CertificationRequirement.JobProfile_Number = SOURCE.JobProfile.Number				
Insert		All				

4.1.7.2 CompetencyRequirement – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DisplaySequence	Number(10)	N			
3	Weight	Number(10)	N			
4	Competency_Number	Number(18)	N	Competency	Number	
5	Importance_Number	Number(18)	N	ProfileImportance	Number	
6	JobProfile_Number	Number(18)	N	JobProfile	Number	
7	PerformanceRating_Number	Number(18)	N	RatingValue	Number	
Operation		Criteria				Comments
Delete		Where TARGET.CompetencyRequirement.JobProfile_Number = SOURCE.JobProfile.Number				
Insert		All				

4.1.7.3 JobProfile – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	LastModifiedDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.7.4 JobRole – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	LastModifiedDate	DateTime	N			
4	Name	Char(200)	Y			
5	JobField_Number	Number(18)	Y	JobField	Number	
6	JobLevel_Number	Number(18)	N	JobLevel	Number	
7	JobProfile_Number	Number(18)	N	JobProfile	Number	

8	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.7.5 JobRoleDefinition – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(4000)	Y			
3	DescriptionText	Char(4000)	Y			
4	Qualifications	Char(4000)	Y			
5	QualificationsText	Char(4000)	Y			
6	Responsabilities	Char(4000)	Y			
7	ResponsabilitiesText	Char(4000)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.7.6 JobRole_JobCodes – (Delta)

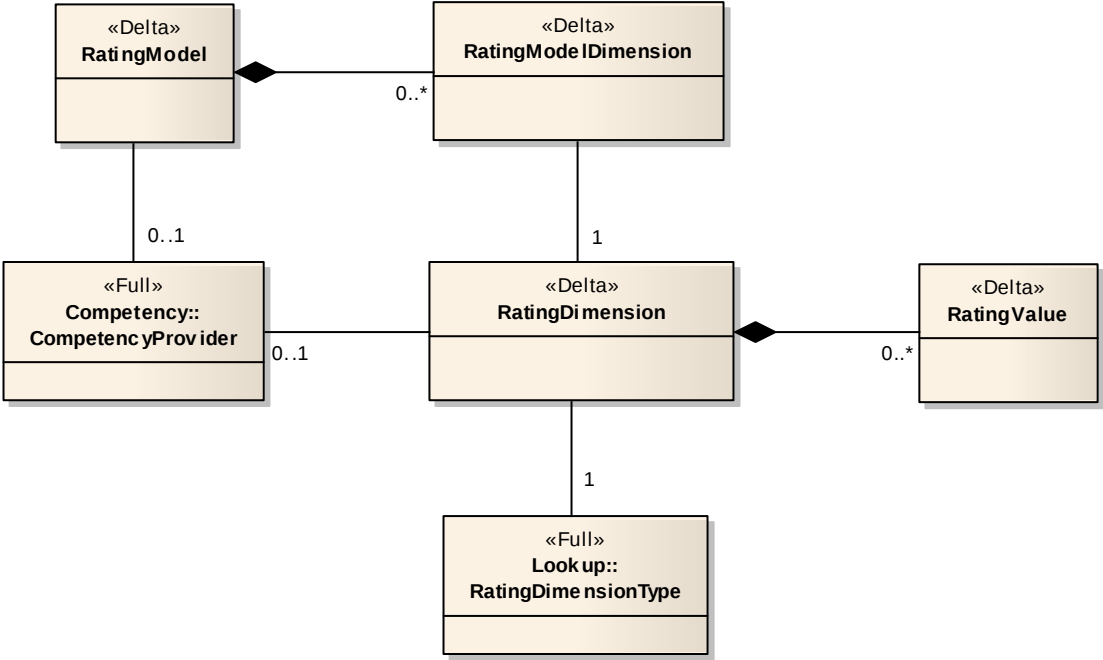
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	JobRole_Number	Number(18)	N			
2	JobCode	Char(50)	N			
Operation		Criteria				Comments
Delete		Where TARGET.JobRole_JobCodes.JobRole_Number = SOURCE.JobRole.Number				
Insert		All				

4.1.7.7 Position – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Criticality	Number(18)	N			
4	Description	Char(1000)	Y			
5	IsOpen	Boolean	N			
6	LastModifiedDate	DateTime	N			
7	Name	Char(200)	Y			
8	NbEmployees	Number(18)	N			
9	TargetStartDate	Date	Y			
10	Department_Number	Number(18)	Y	Department	Number	
11	Employee_Number	Number(18)	Y	Employee	Number	
12	JobProfile_Number	Number(18)	N	JobProfile	Number	
13	JobRole_Number	Number(18)	N	JobRole	Number	
14	Location_Number	Number(18)	Y	Location	Number	

15	Manager_Number	Number(18)	Y	Employee	Number	
16	Organization_Number	Number(18)	Y	Organization	Number	
17	ParentPosition_Number	Number(18)	Y	Position	Number	
18	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.1.8 Rating



4.1.8.1 RatingDimension – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(3000)	Y			
4	LastModifiedDate	DateTime	N			
5	Name	Char(200)	Y			
6	CompetencyProvider_Number	Number(18)	Y	CompetencyProvider	Number	
7	RatingDimensionType_Number	Number(18)	N	RatingDimensionType	Number	
8	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				

Insert/Update	Matching primary key	
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4.1.8.2 RatingModel – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(3000)	Y			
4	LastModifiedDate	DateTime	N			
5	Name	Char(200)	Y			
6	CompetencyProvider_Number	Number(18)	Y	CompetencyProvider	Number	
7	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

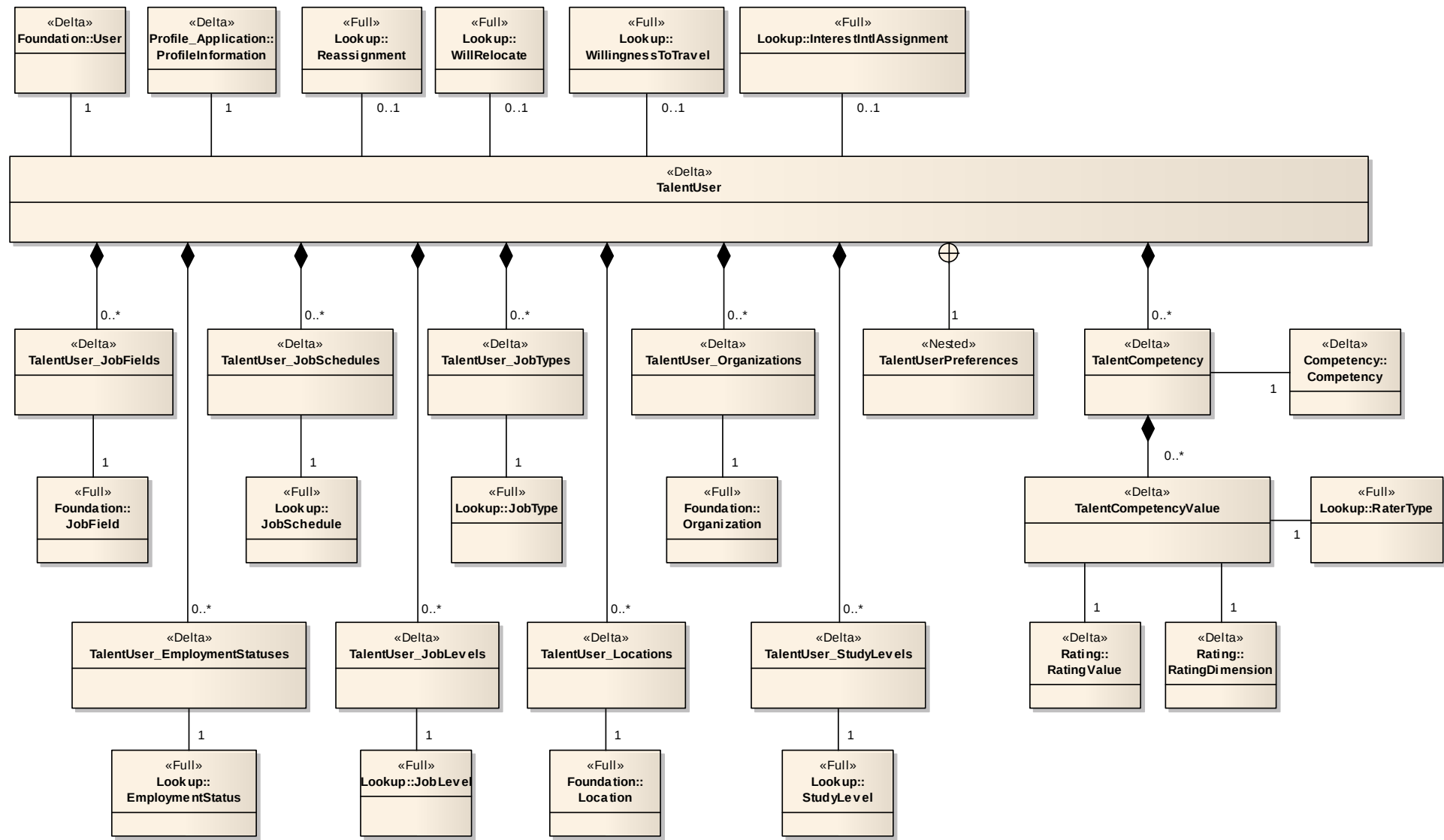
4.1.8.3 RatingModelDimension – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DisplaySequence	Number(10)	N			
3	RatingDimension_Number	Number(18)	N	RatingDimension	Number	
4	RatingModel_Number	Number(18)	N	RatingModel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.RatingModelDimension.RatingModel_Number = SOURCE.RatingModel.Number				
Insert		All				

4.1.8.4 RatingValue – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	DisplaySequence	Number(10)	N			
3	Name	Char(100)	Y			
4	NumericValue	Number	N			
5	RatingDimension_Number	Number(18)	N	RatingDimension	Number	
Operation		Criteria				Comments
Delete		Where TARGET.RatingValue.RatingDimension_Number = SOURCE.RatingDimension.Number				
Insert		All				

4.1.9 TalentUser



4.1.9.1 TalentCompetency – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	TalentUser_Number	Number(18)	N	TalentUser	Number	
3	AssessedSSA	Boolean	N			
4	Competency_Number	Number(18)	N	Competency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.TalentCompetency.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number				
Delete		Where TARGET.TalentCompetency.TalentUser_Number = SOURCE.TalentUser.Number				
Insert		All				

4.1.9.2 TalentCompetencyValue – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	RatedDimension_Number	Number(18)	N	RatingDimension	Number	
3	RatedValue_Number	Number(18)	N	RatingValue	Number	
4	RaterType_Number	Number(18)	N	RaterType	Number	
5	TalentCompetency_Number	Number(18)	N	TalentCompetency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.TalentCompetencyValue.TalentCompetency_Number = TARGET.TalentCompetency.Number And TARGET.TalentCompetency.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number				
Delete		Where TARGET.TalentCompetencyValue.TalentCompetency_Number = TARGET.TalentCompetency.Number And TARGET.TalentCompetency.TalentUser_Number = SOURCE.TalentUser.Number				
Insert		All				

4.1.9.3 TalentUser – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	LastModifiedDate	DateTime	N			
3	YearsInIndustry	Number(10)	Y			
4	YearsOfManagementExperience	Number(10)	Y			
5	ArUser_UserNo	Number(18)	Y	User	UserNo	
6	Employee_Number	Number(18)	Y	Employee	Number	
7	InterestIntlAssign_Number	Number(18)	Y	InterestIntlAssignment	Number	
8	Profile_Number	Number(18)	N	ProfileInformation	Number	
9	Reassignment_Number	Number(18)	Y	Reassignment	Number	
10	WillingnessToTravel_Number	Number(18)	Y	WillingnessToTravel	Number	
11	WillRelocate_Number	Number(18)	Y	WillRelocate	Number	
12	CareerSiteLanguage_ISO	Char(15)	Y	Language	ISO	

13	CorrespondenceLanguage_ISO	Char(15)	Y	Language	ISO	
14	DoNotEmail	Boolean	Y			
15	LastReferralListAccessDate	DateTime	Y			
16	LastSubmissionListAccessDate	DateTime	Y			
17	PreferredTimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	
18	SendApplicationAcknowledgement	Boolean	Y			
19	SendJobPostingNotification	Boolean	Y			
20	SendMyJobAgentsNotice	Boolean	Y			
21	SendRejectionLetterNotice	Boolean	Y			
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser.Number = TARGET.Candidate.TalentUser_Number And TARGET.Candidate.Number = SOURCE.DeletedCandidate.Candidate_Number → Feed those TalentUser.Number to TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser.Number = TARGET.Candidate.TalentUser_Number And TARGET.Candidate.Number = SOURCE.MergedCandidate.Candidate_Number → Feed those TalentUser.Number to TEMP.DeletedTalentUser.TalentUser_Number					
Insert/Update	Matching primary key					

4.1.9.4 TalentUser_EmploymentStatuses – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	EmploymentStatus_Number	Number(18)	N	EmploymentStatus	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_EmploymentStatuses.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_EmploymentStatuses.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

4.1.9.5 TalentUser_JobFields – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	JobField_Number	Number(18)	N	JobField	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_JobFields.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_JobFields.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

4.1.9.6 TalentUser_JobLevels – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	JobLevel_Number	Number(18)	N	JobLevel	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_JobLevels.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_JobLevels.TalentUser_Number = SOURCE.TalentUser.Number					

Insert	All	
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4.1.9.7 TalentUser_JobSchedules – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	JobSchedule_Number	Number(18)	N	JobSchedule	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_JobSchedules.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_JobSchedules.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

4.1.9.8 TalentUser_JobTypes – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	JobType_Number	Number(18)	N	JobType	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_JobTypes.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_JobTypes.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

4.1.9.9 TalentUser_Locations – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	Location_Number	Number(18)	N	Location	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_Locations.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_Locations.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

4.1.9.10 TalentUser_Organizations – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	
2	Organization_Number	Number(18)	N	Organization	Number	
Operation	Criteria					Comments
Delete	Where TARGET.TalentUser_Organizations.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number					
Delete	Where TARGET.TalentUser_Organizations.TalentUser_Number = SOURCE.TalentUser.Number					
Insert	All					

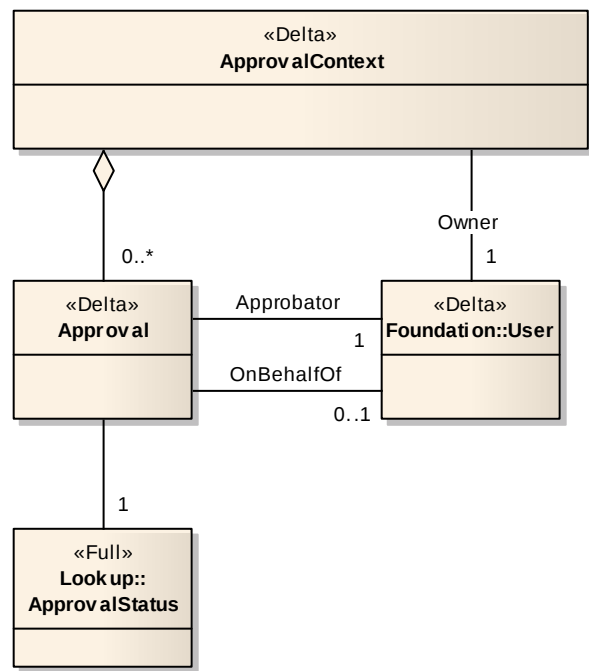
4.1.9.11 TalentUser_StudyLevels – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	TalentUser_Number	Number(18)	N	TalentUser	Number	

2	StudyLevel_Number	Number(18)	N	StudyLevel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.TalentUser_StudyLevels.TalentUser_Number = TEMP.DeletedTalentUser.TalentUser_Number				
Delete		Where TARGET.TalentUser_StudyLevels.TalentUser_Number = SOURCE.TalentUser.Number				
Insert		All				

4.2 Recruiting

4.2.1 Approval



4.2.1.1 Approval – (Delta)

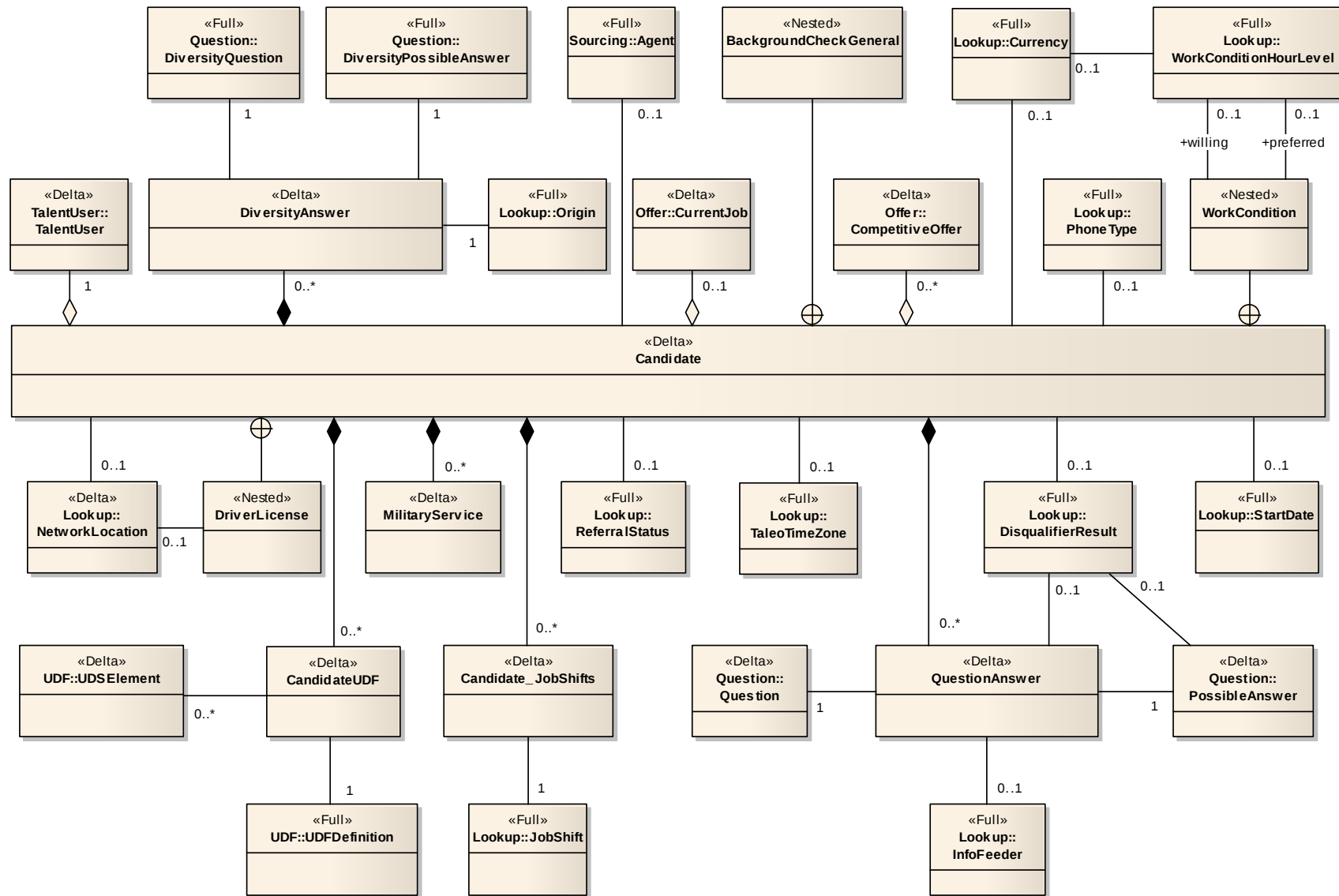
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	No	Number(18)	N			
2	CreationDate	DateTime	N			
3	Comment	Char(4000)	Y			
4	Sequence	Number(5)	N			
5	Approbator_UserNo	Number(18)	N	User	UserNo	
6	ApprovalContext_No	Number(18)	N	ApprovalContext	No	
7	ApprovalStatus_Number	Number(18)	N	ApprovalStatus	Number	
8	OnBehalfOfUser_UserNo	Number(18)	Y	User	UserNo	

Operation	Criteria	Comments
Delete	Where TARGET.Approval.ApprovalContext_No = TARGET.Offer.ApprovalContext_No And TARGET.Offer.Number = TEMP.DeletedOffer.Offer_Number	
Delete	Where TARGET.Approval.ApprovalContext_No = TARGET.Requisition.ApprovalContext_No And TARGET.Requisition.Number = SOURCE.DeletedRequisition.Requisition_Number	
Insert/Update	MatchingPrimaryKey	

4.2.1.2 ApprovalContext – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	No	Number(18)	N			
2	CreationDate	DateTime	N			
3	ApprovalRequestorComment	Char(4000)	Y			
4	Owner_UserNo	Number(18)	N	User	UserNo	
Operation	Criteria					Comments
Delete	Where TARGET.ApprovalContext.No= TARGET.Offer.ApprovalContext_No And TARGET.Offer.Number = TEMP.DeletedOffer.Offer_Number					
Delete	Where TARGET.ApprovalContext.No = TARGET.Requisition.ApprovalContext_No And TARGET.Requisition.Number = SOURCE.DeletedRequisition.Requisition_Number					
Insert/Update	MatchingPrimaryKey					

4.2.2 Candidate



4.2.2.1 Candidate – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Address	Char(100)	Y			
3	Address2	Char(100)	Y			
4	Anonymous	Boolean	Y			
5	AvailabilityDate	Date	Y			
6	Birthday	Date	Y			
7	City	Char(100)	Y			
8	CreationDate	DateTime	N			
9	CSWLatestDate	DateTime	Y			
10	DisqualifierResultDate	DateTime	Y			
11	EmailAddress	Char(100)	Y			
12	EmployeeNumber	Char(50)	Y			
13	Fax	Char(50)	Y			
14	FirstName	Char(255)	Y			
15	HasReferred	Boolean	N			
16	HomePhone	Char(50)	Y			
17	Hourly	Boolean	N			
18	IdentificationMissing	Boolean	Y			
19	InclusiveLastModifiedDate	DateTime	Y			
20	InHiringProcess	Boolean	N			
21	InternalApplication	Boolean	N			
22	IsApplicant	Boolean	N			
23	IsPersonalInfoMasked	Boolean	N			
24	LastModifiedDate	DateTime	Y			
25	LastName	Char(255)	Y			
26	MiddleInitial	Char(60)	Y			
27	MobilePhone	Char(50)	Y			
28	NotifyByEmail	Boolean	Y			
29	PagerPhone	Char(50)	Y			
30	PersonalInfoValidated	Boolean	N			
31	Prefix	Char(30)	Y			
32	ReferenceDate	DateTime	Y			
33	ReferenceEndDate	DateTime	Y			
34	Referred	Boolean	Y			
35	Salary	Number(30,15)	Y			
36	SocialSecurityNumber	Char(50)	Y			
37	Suffix	Char(30)	Y			
38	WebSite	Char(255)	Y			
39	WorkPhone	Char(50)	Y			
40	ZipCode	Char(20)	Y			
41	AdvanceNotice_Number	Number(18)	Y	StartDate	Number	

42	CityOfBirth	Char(100)	Y			
43	MotherMaidenName	Char(30)	Y			
44	CandidateReferrer_Number	Number(18)	Y	Candidate	Number	
45	Currency_Number	Number(18)	Y	Currency	Number	
46	DisqualifierResult_Number	Number(18)	Y	DisqualifierResult	Number	
47	DriverLicenseNumber	Char(50)	Y			
48	DriverLicenseLocation_Number	Number(18)	Y	NetworkLocation	Number	
49	OwnerAgent_Number	Number(18)	Y	Agent	Number	
50	PreferredPhone_Number	Number(18)	Y	PhoneType	Number	
51	ReferralStatus_Number	Number(18)	Y	ReferralStatus	Number	
52	ResidenceLocation_Number	Number(18)	Y	NetworkLocation	Number	
53	TalentUser_Number	Number(18)	N	TalentUser	Number	
54	TimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	
55	AvailableHolidays	Boolean	Y			
56	AvailableWeekends	Boolean	Y			
57	HourlyPayRateExpected	Number(15,3)	Y			
58	HourlyPayRateCurrency_Number	Number(18)	Y	Currency	Number	
59	HoursPerWeekPreferred_Number	Number(18)	Y	WorkConditionHourLevel	Number	
60	HoursPerWeekWilling_Number	Number(18)	Y	WorkConditionHourLevel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Candidate.Number = SOURCE.DeletedCandidate.Candidate_Number				
Delete		Where TARGET.Candidate.Number = SOURCE.MergedCandidate.Candidate_Number				
Insert/Update		Matching primary key				

4.2.2.2 Candidate_JobShifts – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Candidate_Number	Number(18)	N	Candidate	Number	
2	JobShift_Number	Number(18)	N	JobShift	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Candidate_JobShifts.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number				
Delete		Where TARGET.Candidate_JobShifts.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number				
Delete		Where TARGET.Candidate_JobShifts.Candidate_Number = SOURCE.Candidate.Number				
Insert		All				

4.2.2.3 CandidateUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Candidate_Number	Number(18)	N	Candidate	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments

Delete	Where TARGET.CandidateUDF.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number	
Delete	Where TARGET.CandidateUDF.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number	
Delete	Where TARGET.CandidateUDF.Candidate_Number = SOURCE.Candidate.Number	
Insert	All	

4.2.2.4 DiversityAnswer – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Candidate_Number	Number(18)	N	Candidate	Number	
3	CreationDate	DateTime	N			
4	Question_Number	Number(18)	N	DiversityQuestion	Number	
5	PossibleAnswer_Number	Number(18)	N	DiversityPossibleAnswer	Number	
6	Origin_Number	Number(18)	Y	Origin	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DiversityAnswer.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number				
Delete		Where TARGET.DiversityAnswer.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number				
Delete		Where TARGET.DiversityAnswer.Candidate_Number = SOURCE.Candidate.Number				
Insert		All				

4.2.2.5 MilitaryService – (Delta)

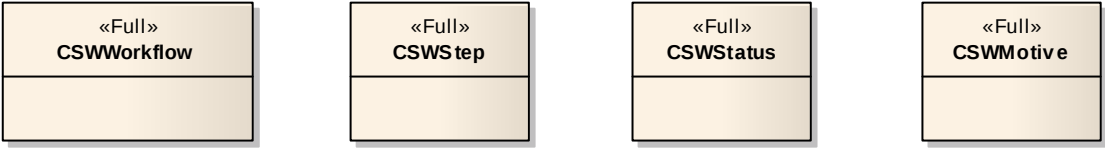
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Candidate_Number	Number(18)	N	Candidate	Number	
2	DisplaySequence	Number(5)	N			
3	Branch	Char(50)	Y			
4	Country	Char(100)	Y			
5	DischargeStatus	Char(50)	Y			
6	EndDate	Date	Y			
7	RankAchieved	Char(50)	Y			
8	ServiceNumber	Char(30)	Y			
9	ServiceStatus	Char(50)	Y			
10	StartDate	Date	Y			
Operation		Criteria				Comments
Delete		Where TARGET.MilitaryService.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number				
Delete		Where TARGET.MilitaryService.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number				
Delete		Where TARGET.MilitaryService.Candidate_Number = SOURCE.Candidate.Number				
Insert		All				

4.2.2.6 QuestionAnswer – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Candidate_Number	Number(18)	N	Candidate	Number	
3	CreationDate	DateTime	N			

4	Question_Number	Number(18)	N	Question	Number	
5	Answer_Number	Number(18)	Y	PossibleAnswer	Number	
6	Explanation	Char(1000)	Y			
7	DisqualifierResult_Number	Number(18)	Y	DisqualifierResult	Number	
8	InfoFeeder_Number	Number(18)	Y	InfoFeeder	Number	
Operation		Criteria				Comments
Delete		Where TARGET.QuestionAnswer.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number				
Delete		Where TARGET.QuestionAnswer.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number				
Delete		Where TARGET.QuestionAnswer.Candidate _Number = SOURCE.Candidate.Number				
Insert		All				

4.2.3 CSWorkflow



4.2.3.1 CSWMotive – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Available	Boolean	N			
3	Mnemonic	Char(765)	N			
4	Name	Char(765)	Y			
5	Description	Char(765)	Y			
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.3.2 CSWStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Available	Boolean	N			
3	Description	Char(765)	Y			
4	Mnemonic	Char(765)	N			
5	Name	Char(765)	Y			
6	ApplicationState_Number	Number(18)	N	ApplicationState	Number	
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.3.3 CSWStep – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Available	Boolean	N			
3	Description	Char(765)	Y			
4	Mnemonic	Char(765)	N			
5	Name	Char(765)	Y			
6	ShortName	Char(150)	Y			
7	ApplicationState_Number	Number(18)	N	ApplicationState	Number	
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.3.4 CSWorkflow – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Available	Boolean	N			

3	Description	Char(765)	Y			
4	IsDefault	Boolean	N			
5	Mnemonic	Char(765)	N			
6	Name	Char(765)	Y			
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.4 Deleted

4.2.4.1 DeletedApplication – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Application_Number	Number(18)	N	Application	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.4.2 DeletedCandidate – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Candidate_Number	Number(18)	N	Candidate	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.4.3 DeletedQuestion – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Question_Number	Number(18)	N	Question	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.4.4 DeletedRequisition – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.4.5 DeletedJobTemplate – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	JobTemplate_Number	Number(18)	N	JobTemplate	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments

Delete	None	
Insert	Matching primary key	

4.2.4.6 MergedCandidate – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Candidate_Number	Number(18)	N	Candidate	Number	Candidate that was merged and deleted.
2	MasterCandidate_Number	Number(18)	N	Candidate	Number	Candidate into which the one above was merged.
3	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.5 Lookup

4.2.5.1 ApplicationMedium – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.2 ApplicationState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.3 ApprovalStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.4 CandidateSelectionEvent – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(300)	Y			
4	DetailDescription	Char(300)	Y			
5	Category_Number	Number(18)	N	CandidateSelectionEventCatg	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.5 **CandidateSelectionEventCatg – (Full)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.6 **CitizenshipStatus – (Full)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.7 **CompletionLevel – (Full)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.8 **DisqualifierResult – (Full)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.9 **DiversityPossibleAnswerType – (Full)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	Origin_Number	Number(18)	N	Origin	Number	

5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.10 DiversityQuestionType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	Origin_Number	Number(18)	N	Origin	Number	
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.11 EmailState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.12 EmploymentEquityEstablishment – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.13 EmploymentEquityJobCategory – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
3	NetworkLocation_Number	Number(18)	N	NetworkLocation	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.14 EmploymentEquityJobGroup – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	EEJobCategory_Number	Number(18)	N	EmploymentEquityJobCategory	Number	
3	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.15 EmploymentEquityQuestionType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.16 ExpectationType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.17 ExtensionMechanism – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.18 HireType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(50)	N			
4	Description	Char(200)	Y			
5	Sequence	Number(5)	N			

Operation	Criteria	Comments
Delete	None	
Insert/Update	Matching primary key	

4.2.5.19 JobBoardType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.20 JobTemplateState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.21 Justification – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(150)	N			
4	Description	Char(150)	Y			
5	Sequence	Number(5)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.22 MessageDeliveryTransport – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.23 OfferStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.24 OfferTitle – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.25 OvertimeStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.26 PayFrequencyBasis – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.27 QuestionType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.28 RecruitmentSourceState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.29 RecruitmentSourceType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.30 RecruitmentSourceVisibility – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.31 ReferenceType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.32 ReferralStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(150)	N			
3	Description	Char(150)	Y			

Operation	Criteria	Comments
Delete	None	
Insert/Update	Matching primary key	

4.2.5.33 RelationshipLength – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.34 RequestMoreInfoState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.35 RequisitionParentState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.36 RequisitionState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
3	ParentState_Number	Number(18)	N	RequisitionParentState	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.2.5.37 SourcingRequestStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			

2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.38 StartDate – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Active	Boolean	N			
3	Code	Char(150)	N			
4	Description	Char(150)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.39 UDFType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.40 VacationType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.41 WorkAction – (Full) – Note: This table does not pull the right values in TCC currently. Its content is provided as a static extract until this is fixed.

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		None				

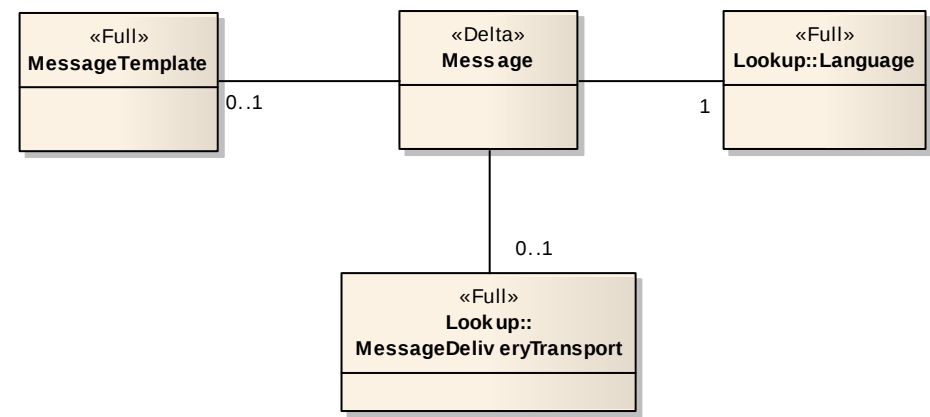
4.2.5.42 WorkConditionHourLevel – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.5.43 WorkerType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(150)	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.6 Message



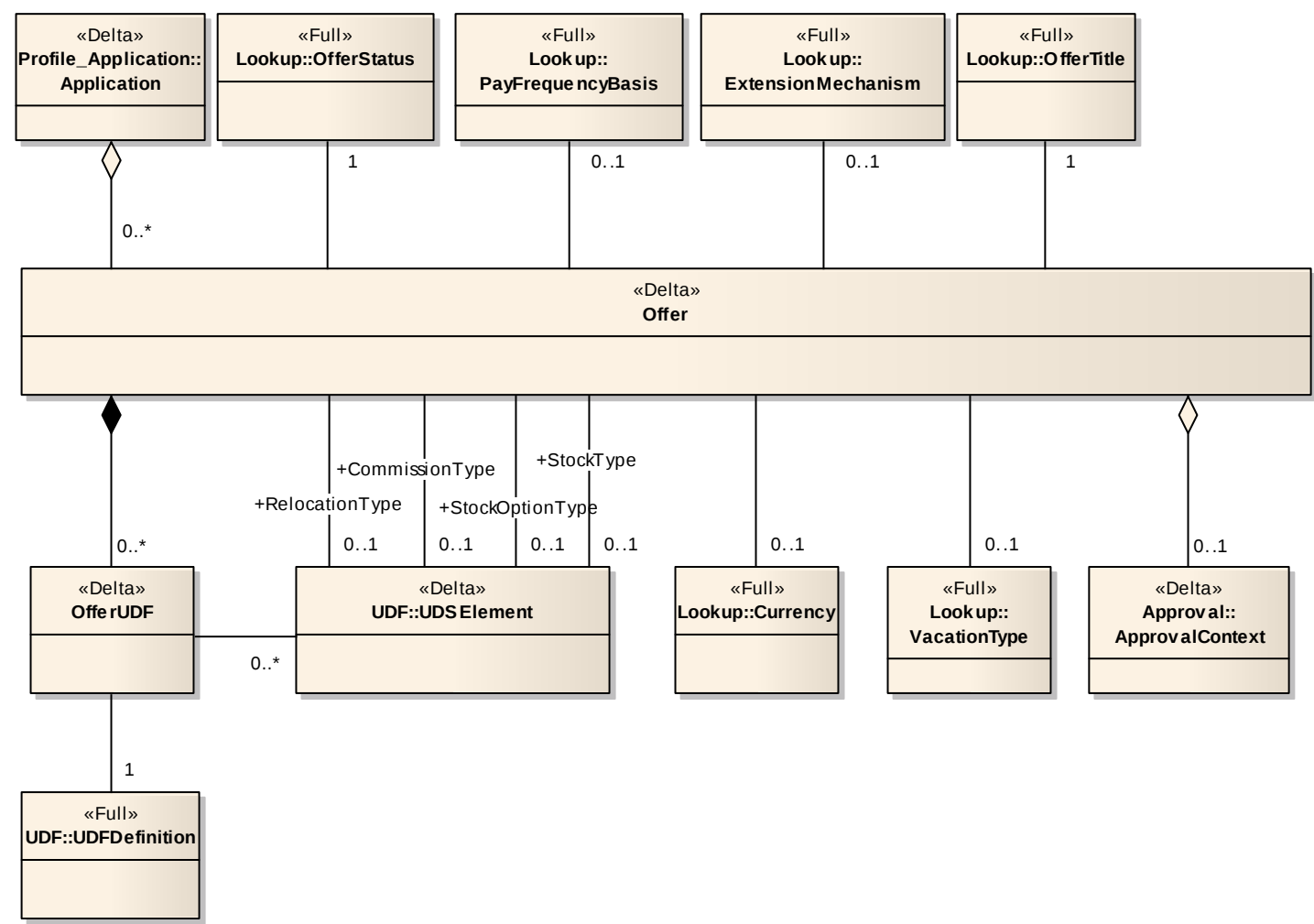
4.2.6.1 Message – (Delta)

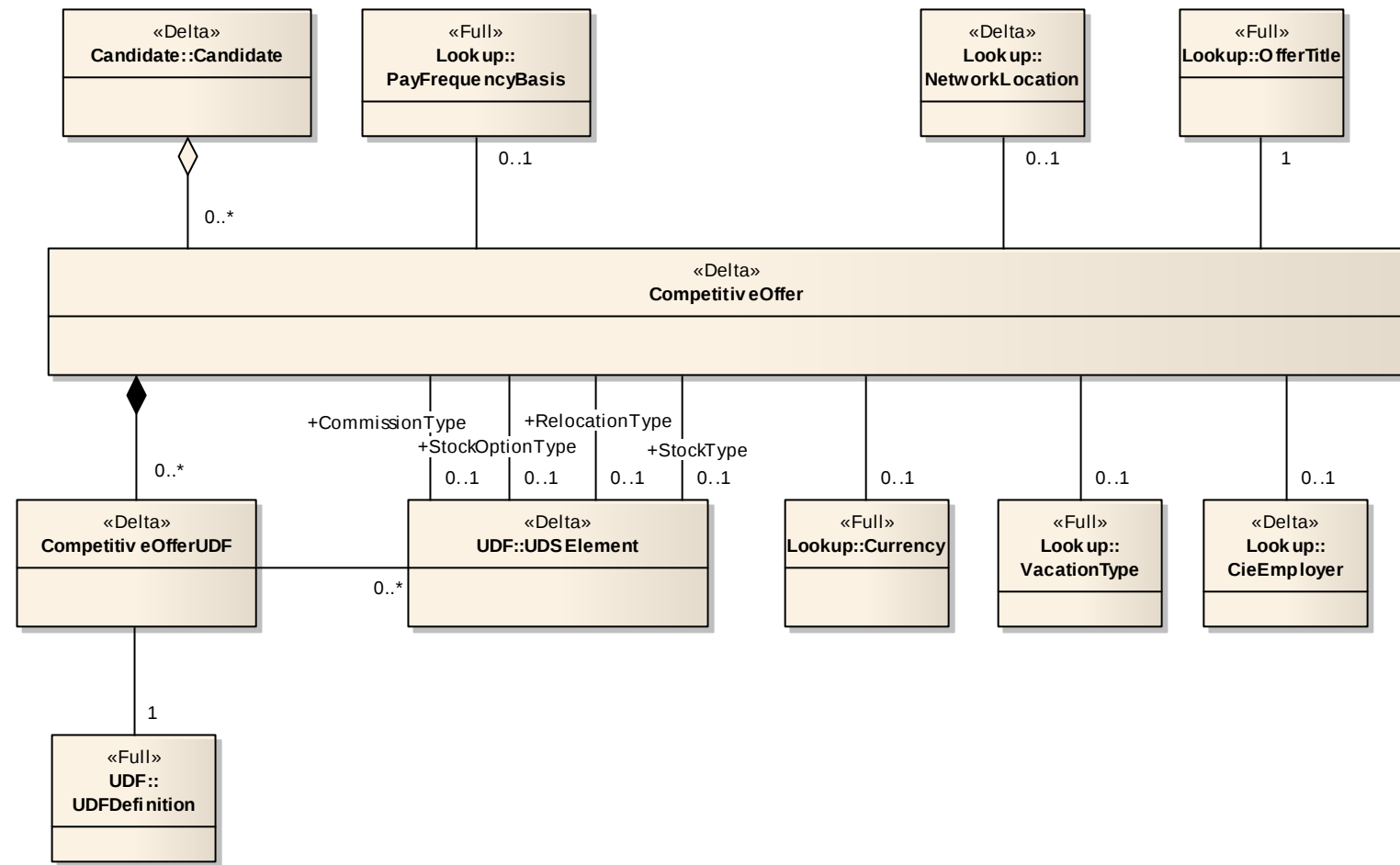
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	BccText	Char(300)	Y			
3	CcText	Char(300)	Y			
4	Comment	Char(765)	Y			
5	DateSent	DateTime	N			
6	FromText	Char(300)	Y			
7	Locale_ISO	Char(15)	Y	Language	ISO	
8	Subject	Char(765)	Y			
9	ToText	Char(300)	Y			
10	DeliveryTransport_Number	Number(18)	N	DeliveryTransport	Number	
11	MessageTemplate_Number	Number(18)	Y	MessageTemplate	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Message.Number = TARGET.ApplicationTrackingCSWItem.Message_Number And TARGET.ApplicationTrackingCSWItem.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.Message.Number = TARGET.ApplicationTrackingOfferItem.Message_Number And TARGET.ApplicationTrackingOfferItem.Offer_Number = TEMP.DeletedOffer.Offer_Number				
Insert/Update		MatchingPrimaryKey				

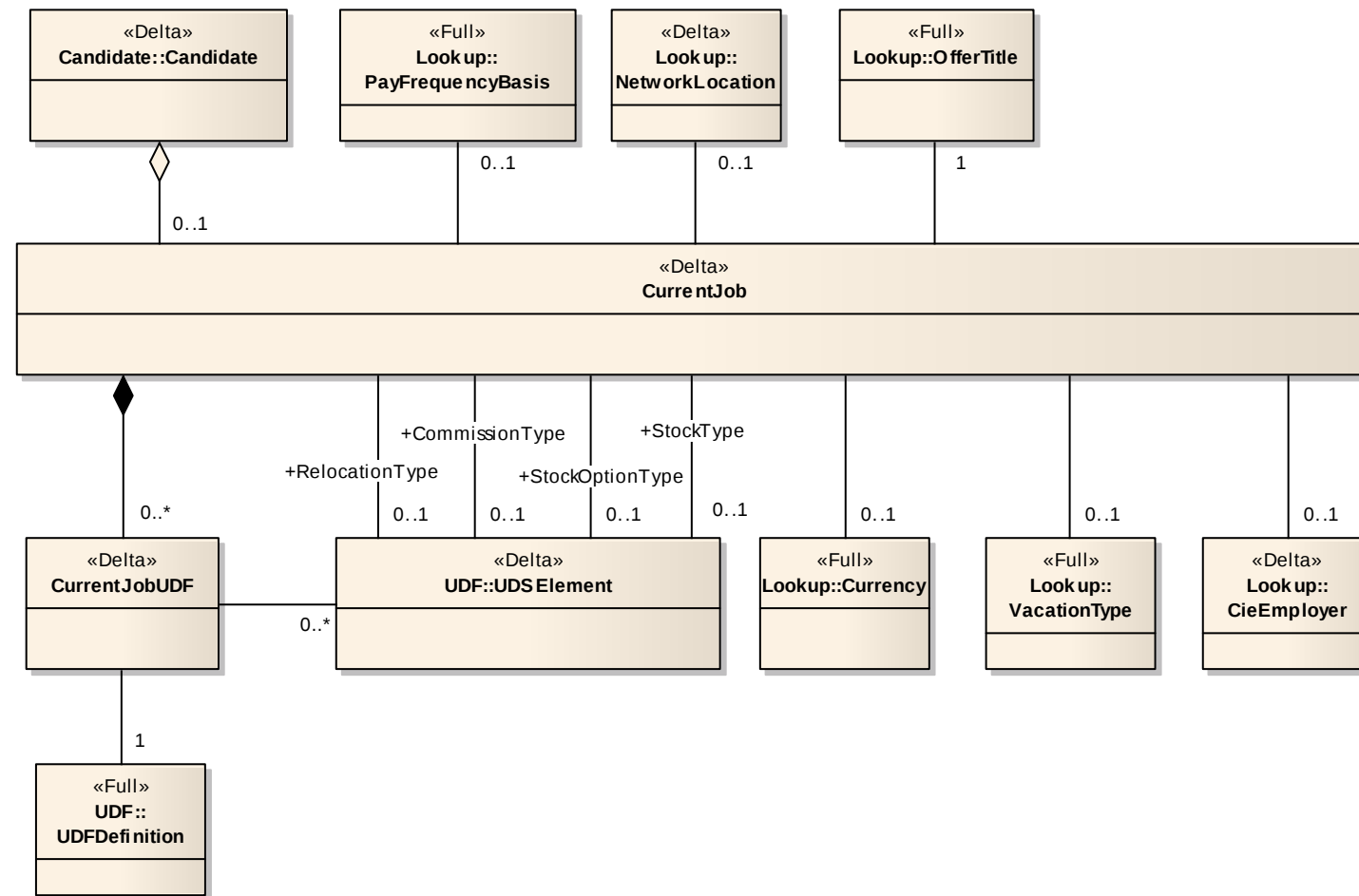
4.2.6.2 MessageTemplate – (Full)

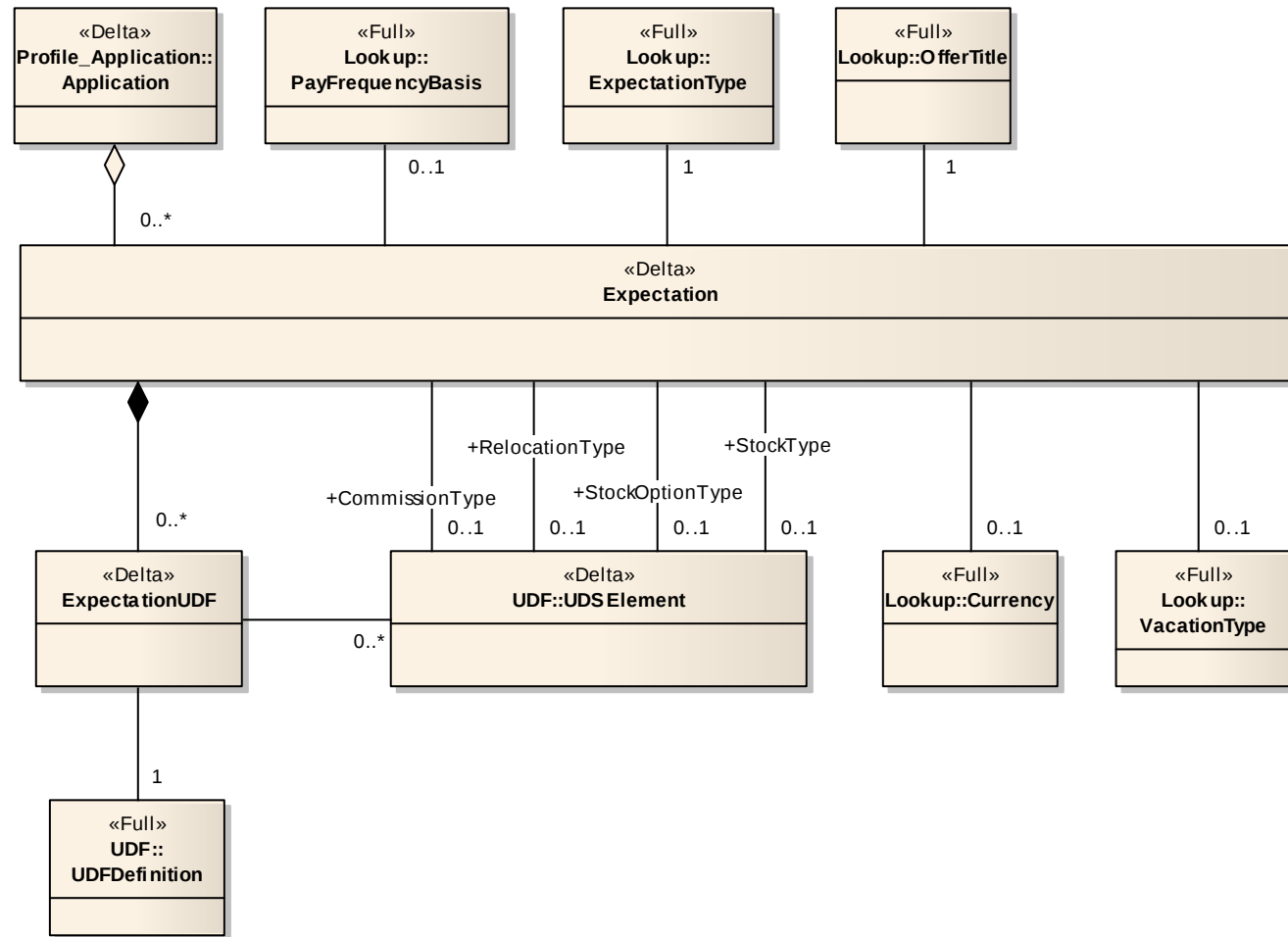
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	Y			
3	Name	Char(200)	Y			
4	Subject	Char(765)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		MatchingPrimaryKey				

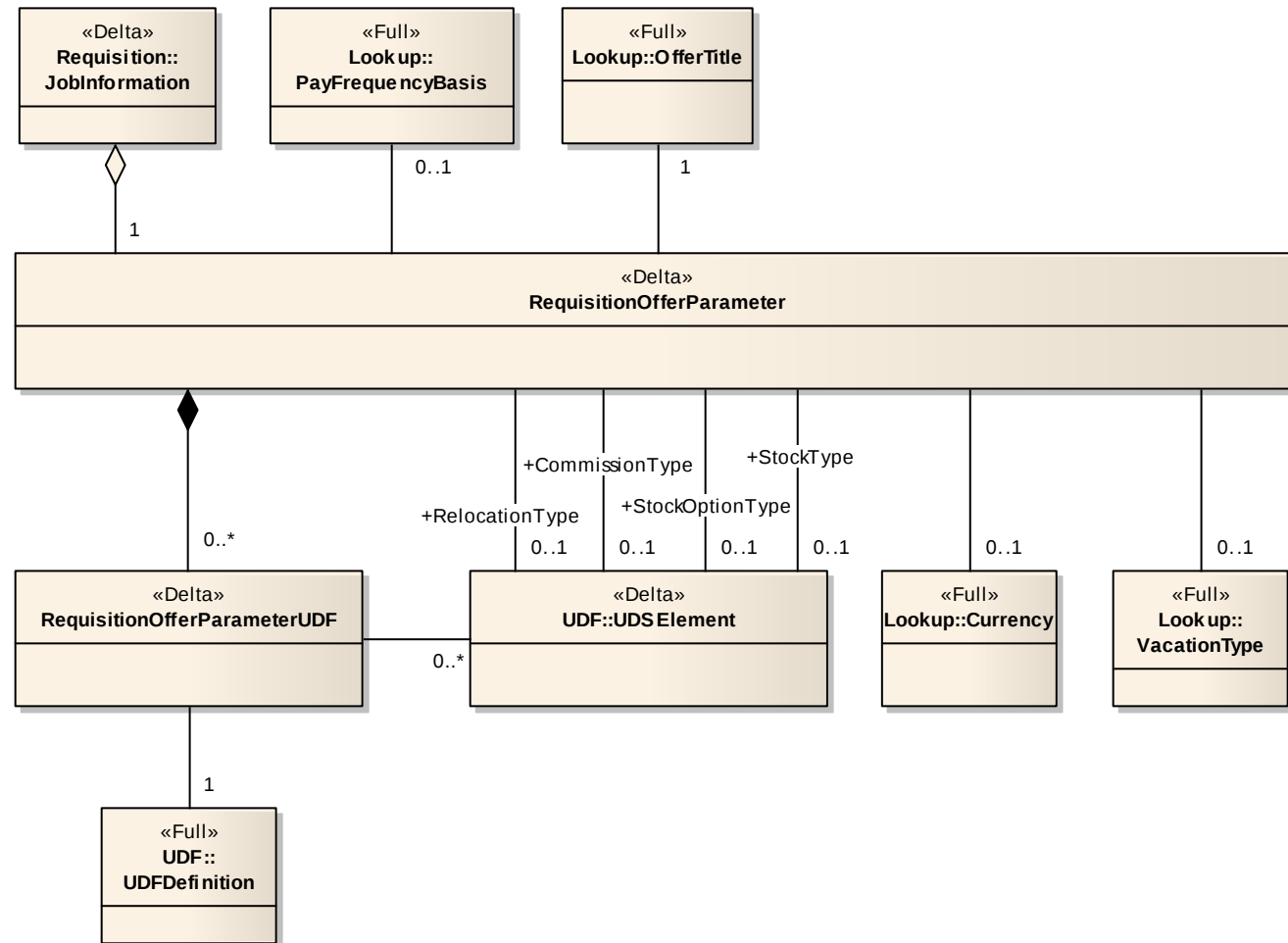
4.2.7 Offer

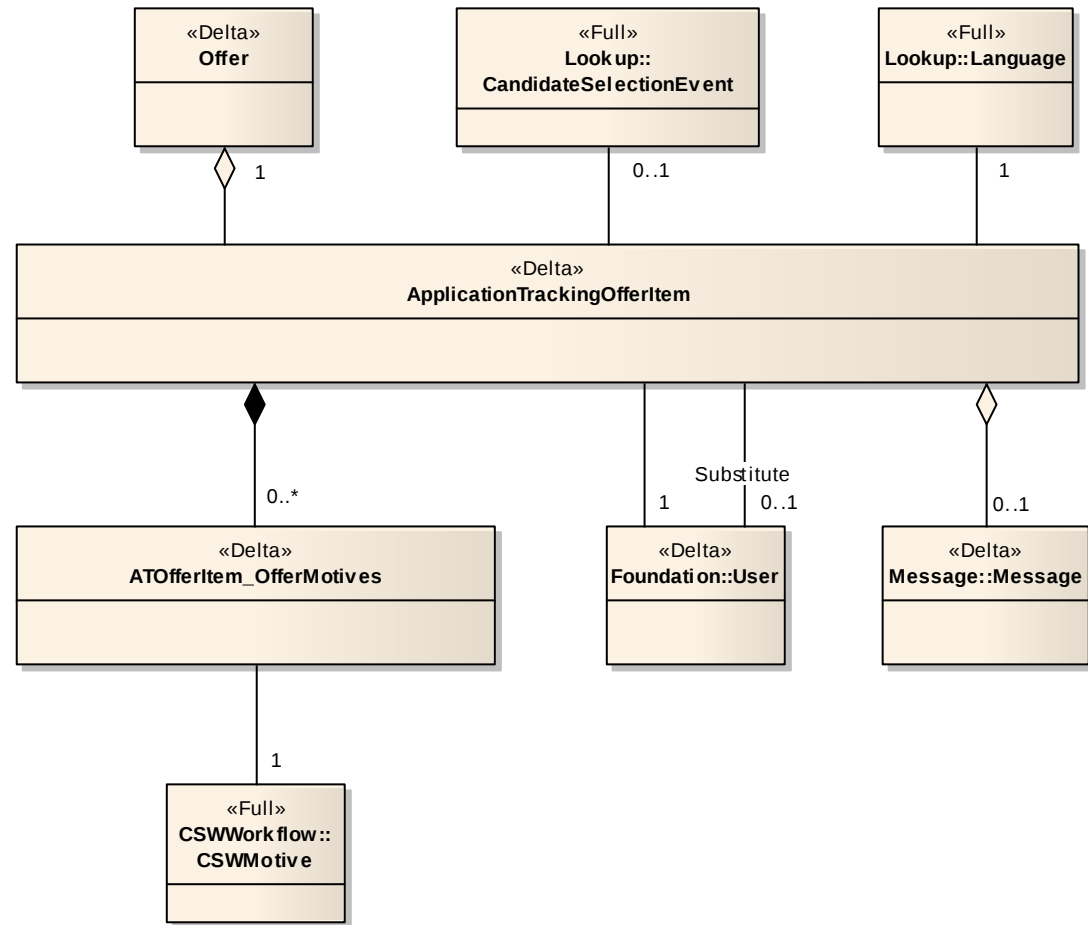












4.2.7.1 **ApplicationTrackingOfferItem – (Delta)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	CommentText	Char(4000)	Y			
3	CreationDate	DateTime	N			
4	Detail	Char(4000)	Y			
5	EventDate	DateTime	Y			
6	IsNewStartDateTentative	Boolean	Y			
7	IsOldOfferAccepted	Boolean	Y			
8	IsOldStartDateTentative	Boolean	Y			
9	NewExpirationDate	DateTime	Y			
10	NewStartDate	DateTime	Y			
11	OfferAcceptedDate	DateTime	Y			
12	OfferExtendedDate	DateTime	Y			
13	OldExpirationDate	DateTime	Y			
14	OldStartDate	DateTime	Y			
15	ProfileLocale_ISO	Char(15)	Y	Language	ISO	
16	Event_Number	Number(18)	Y	CandidateSelectionEvent	Number	
17	Offer_Number	Number(18)	N	Offer	Number	
18	Message_Number	Number(18)	Y	Message	Number	
19	Substitute_UserNo	Number(18)	Y	User	UserNo	
20	User_UserNo	Number(18)	N	User	UserNo	
Operation		Criteria				Comments
Delete		Where TARGET.ApplicationTrackingOfferItem.Offer_Number = TEMP.DeletedOffer.Offer_Number				
Insert/Update		Matching primary key				

4.2.7.2 **ATOfferItem_OfferMotives – (Delta)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	ATOfferItem_Number	Number(18)	N	ApplicationTrackingOfferItem	Number	
2	OfferMotive_Number	Number(18)	N	CSWMotive	Number	
Operation		Criteria				Comments
Delete		Where TARGET.ATOfferItem_OfferMotives.ATOfferItem_Number = TARGET.ApplicationTrackingOfferItem.Number And TARGET.ApplicationTrackingOfferItem.Offer_Number = TEMP.DeletedOffer.Offer_Number				
Insert/Update		MatchingPrimaryKey				

4.2.7.3 **CompetitiveOffer – (Delta)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AnnualBonus	Char(150)	Y			
3	CaptureDate	DateTime	N			
4	CarAllowance	Char(150)	Y			

5	CommissionAmount	Char(150)	Y			
6	CompetitiveJobDescription	Char(765)	Y			
7	CompetitiveJobTitle	Char(765)	Y			
8	CompetitiveOfferDate	DateTime	Y			
9	CompetitiveOtherEmployer	Char(765)	Y			
10	CompetitiveSequence	Number(5)	Y			
11	DaysPerWeek	Number(5,2)	Y			
12	ExpenseAccount	Char(150)	Y			
13	HoursPerDay	Number(5,2)	Y			
14	LastModifiedDate	DateTime	Y			
15	Name	Char(765)	Y			
16	Notes	Char(765)	Y			
17	OtherBonus	Char(150)	Y			
18	OtherCompensation	Char(150)	Y			
19	PayValue	Number(30,15)	Y			
20	RelocationAmount	Number(30,15)	Y			
21	Salary	Number(30,15)	Y			
22	SignOnBonus	Number(30,15)	Y			
23	StockAmount	Char(150)	Y			
24	StockOption	Char(150)	Y			
25	TargetStartDate	DateTime	Y			
26	Vacation	Number(5)	Y			
27	Candidate_Number	Number(18)	Y	Candidate	Number	
28	CommissionType_Number	Number(18)	Y	UDSElement	Number	
29	CommissionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
30	CompetitiveCieEmployer_Number	Number(18)	Y	CieEmployer	Number	
31	CompetitiveCieJobField_Number	Number(18)	Y	JobField	Number	
32	CompetitiveCieLocation_Number	Number(18)	Y	NetworkLocation	Number	
33	Currency_Number	Number(18)	Y	Currency	Number	
34	OfferTitle_Number	Number(18)	N	OfferTitle	Number	
35	PayFrequencyBasis_Number	Number(18)	Y	PayFrequencyBasis	Number	
36	RelocationType_Number	Number(18)	Y	UDSElement	Number	
37	RelocationType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
38	StockOptionType_Number	Number(18)	Y	UDSElement	Number	
39	StockOptionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
40	StockType_Number	Number(18)	Y	UDSElement	Number	
41	StockType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
42	VacationType_Number	Number(18)	Y	VacationType	Number	
Operation		Criteria				Comments
Delete		Where TARGET.CompetitiveOffer.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number → Feed those CompetitiveOffer.Number to TEMP.DeletedCompetitiveOffer.CompetitiveOffer_Number				
Delete		Where TARGET.CompetitiveOffer.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number → Feed those CompetitiveOffer.Number to TEMP.DeletedCompetitiveOffer.CompetitiveOffer_Number				
Insert/Update		Matching primary key				

4.2.7.4 CompetitiveOfferUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	CompetitiveOffer_Number	Number(18)	N	CompetitiveOffer	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.CompetitiveOfferUDF.CompetitiveOffer_Number = TEMP.DeletedCompetitiveOffer.CompetitiveOffer_Number				
Delete		Where TARGET.CompetitiveOfferUDF.CompetitiveOffer_Number = SOURCE.CompetitiveOffer.Number				
Insert		All				

4.2.7.5 CurrentJob – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AnnualBonus	Char(150)	Y			
3	CaptureDate	DateTime	N			
4	CarAllowance	Char(150)	Y			
5	CommissionAmount	Char(150)	Y			
6	CurrentJobDescription	Char(765)	Y			
7	CurrentJobTitle	Char(765)	Y			
8	CurrentJobOfferDate	DateTime	Y			
9	CurrentJobOtherEmployer	Char(765)	Y			
10	DaysPerWeek	Number(5,2)	Y			
11	ExpenseAccount	Char(150)	Y			
12	HoursPerDay	Number(5,2)	Y			
13	LastModifiedDate	DateTime	Y			
14	Name	Char(765)	Y			
15	Notes	Char(765)	Y			
16	OtherBonus	Char(150)	Y			
17	OtherCompensation	Char(150)	Y			
18	PayValue	Number(30,15)	Y			
19	RelocationAmount	Number(30,15)	Y			
20	Salary	Number(30,15)	Y			
21	SignOnBonus	Number(30,15)	Y			
22	StockAmount	Char(150)	Y			
23	StockOption	Char(150)	Y			
24	TargetStartDate	DateTime	Y			
25	Vacation	Number(5)	Y			
26	Candidate_Number	Number(18)	Y	Candidate	Number	
27	CommissionType_Number	Number(18)	Y	UDSElement	Number	

28	CommissionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
29	Currency_Number	Number(18)	Y	Currency	Number	
30	CurrentJobCieEmployer_Number	Number(18)	Y	CieEmployer	Number	
31	CurrentJobCieJobField_Number	Number(18)	Y	JobField	Number	
32	CurrentJobCieLocation_Number	Number(18)	Y	NetworkLocation	Number	
33	OfferTitle_Number	Number(18)	N	OfferTitle	Number	
34	PayFrequencyBasis_Number	Number(18)	Y	PayFrequencyBasis	Number	
35	RelocationType_Number	Number(18)	Y	UDSElement	Number	
36	RelocationType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
37	StockOptionType_Number	Number(18)	Y	UDSElement	Number	
38	StockOptionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
39	StockType_Number	Number(18)	Y	UDSElement	Number	
40	StockType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
41	VacationType_Number	Number(18)	Y	VacationType	Number	
Operation	Criteria					Comments
Delete	Where TARGET.CurrentJob.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number → Feed those CurrentJob.Number to TEMP.DeletedCurrentJob.CurrentJob_Number					
Delete	Where TARGET.CurrentJob.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number → Feed those CurrentJob.Number to TEMP.DeletedCurrentJob.CurrentJob_Number					
Insert/Update	Matching primary key					

4.2.7.6 CurrentJobUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	CurrentJob_Number	Number(18)	N	CurrentJob	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation	Criteria					Comments
Delete	Where TARGET.CurrentJobUDF.CurrentJob_Number = TEMP.DeletedCurrentJob.CurrentJob_Number					
Delete	Where TARGET.CurrentJobUDF.CurrentJob_Number = SOURCE.CurrentJob.Number					
Insert	All					

4.2.7.7 Expectation – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AnnualBonus	Char(150)	Y			
3	CaptureDate	DateTime	N			
4	CarAllowance	Char(150)	Y			
5	CommissionAmount	Char(150)	Y			
6	DaysPerWeek	Number(5,2)	Y			
7	ExpectationOfferDate	DateTime	Y			

8	ExpenseAccount	Char(150)	Y			
9	HoursPerDay	Number(5,2)	Y			
10	LastModifiedDate	DateTime	Y			
11	Name	Char(765)	Y			
12	Notes	Char(765)	Y			
13	OtherBonus	Char(150)	Y			
14	OtherCompensation	Char(150)	Y			
15	PayValue	Number(30,15)	Y			
16	RelocationAmount	Number(30,15)	Y			
17	Salary	Number(30,15)	Y			
18	SignOnBonus	Number(30,15)	Y			
19	StockAmount	Char(150)	Y			
20	StockOption	Char(150)	Y			
21	TargetStartDate	DateTime	Y			
22	Vacation	Number(5)	Y			
23	Application_Number	Number(18)	Y	Application	Number	
24	CommissionType_Number	Number(18)	Y	UDSElement	Number	
25	CommissionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
26	Currency_Number	Number(18)	Y	Currency	Number	
27	ExpectationType_Number	Number(18)	N	ExpectationType	Number	
28	OfferTitle_Number	Number(18)	N	OfferTitle	Number	
29	PayFrequencyBasis_Number	Number(18)	Y	PayFrequencyBasis	Number	
30	RelocationType_Number	Number(18)	Y	UDSElement	Number	
31	RelocationType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
32	StockOptionType_Number	Number(18)	Y	UDSElement	Number	
33	StockOptionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
34	StockType_Number	Number(18)	Y	UDSElement	Number	
35	StockType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
36	VacationType_Number	Number(18)	Y	VacationType	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Expectation.Application_Number = SOURCE.DeletedApplication.Application_Number → Feed those Expectation.Number to TEMP.DeletedExpectation.Expectation_Number				
Insert/Update		Matching primary key				

4.2.7.8 ExpectationUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Expectation_Number	Number(18)	N	Expectation	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.ExpectationUDF.Expectation_Number = TEMP.DeletedExpectation.Expectation_Number				

Delete	Where TARGET.ExpectationUDF.Expectation_Number = SOURCE.Expectation.Number	
Insert	All	

4.2.7.9 Offer – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments	
1	Number	Number(18)	N				
2	AcceptedDate	DateTime	Y				
3	ActualStartDate	DateTime	Y				
4	AnnualBonus	Char(150)	Y				
5	ApprovedDate	DateTime	Y				
6	CaptureDate	DateTime	N				
7	CarAllowance	Char(150)	Y				
8	CommissionAmount	Char(150)	Y				
9	DaysPerWeek	Number(5,2)	Y				
10	ExpenseAccount	Char(150)	Y				
11	ExpirationDate	DateTime	Y				
12	ExtendDate	DateTime	Y				
13	HoursPerDay	Number(5,2)	Y				
14	LastModifiedDate	DateTime	Y				
15	Name	Char(765)	Y				
16	Notes	Char(765)	Y				
17	OtherBonus	Char(150)	Y				
18	OtherCompensation	Char(150)	Y				
19	PayValue	Number(30,15)	Y				
20	RefusedDate	DateTime	Y				
21	RelocationAmount	Number(30,15)	Y				
22	Salary	Number(30,15)	Y				
23	Sequence	Number(5)	Y				
24	SignOnBonus	Number(30,15)	Y				
25	StockAmount	Char(150)	Y				
26	StockOption	Char(150)	Y				
27	TargetStartDate	DateTime	Y				
28	Tentative	Boolean	Y				
29	Vacation	Number(5)	Y				
30	Application_Number	Number(18)	Y	Application	Number		
31	ApprovalContext_No	Number(18)	Y	ApprovalContext	No		
32	CommissionType_Number	Number(18)	Y	UDSElement	Number		
33	CommissionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber		
34	Currency_Number	Number(18)	Y	Currency	Number		
35	ExtensionMechanism_Number	Number(18)	Y	ExtensionMechanism	Number		
36	OfferTitle_Number	Number(18)	N	OfferTitle	Number		
37	PayFrequencyBasis_Number	Number(18)	Y	PayFrequencyBasis	Number		
38	RelocationType_Number	Number(18)	Y	UDSElement	Number		
39	RelocationType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber		

40	Status_Number	Number(18)	Y	OfferStatus	Number		
41	StockOptionType_Number	Number(18)	Y	UDSElement	Number		
42	StockOptionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber		
43	StockType_Number	Number(18)	Y	UDSElement	Number		
44	StockType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber		
45	VacationType_Number	Number(18)	Y	VacationType	Number		
46	UserAfterApprvSuccess_UserNo	Number(18)	Y	User	UserNo		
Operation		Criteria				Comments	
Delete		Where TARGET.Offer.Application_Number = SOURCE.DeletedApplication.Application_Number → Feed those Offer.Number to TEMP.DeletedOffer.Offer_Number					
Insert/Update		Matching primary key					

4.2.7.10 OfferUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Offer_Number	Number(18)	N	Offer	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.OfferUDF.Offer_Number = TEMP.DeletedOffer.Offer_Number				
Delete		Where TARGET.OfferUDF.Offer_Number = SOURCE.Offer.Number				
Insert		All				

4.2.7.11 RequisitionOfferParameter – (Delta)

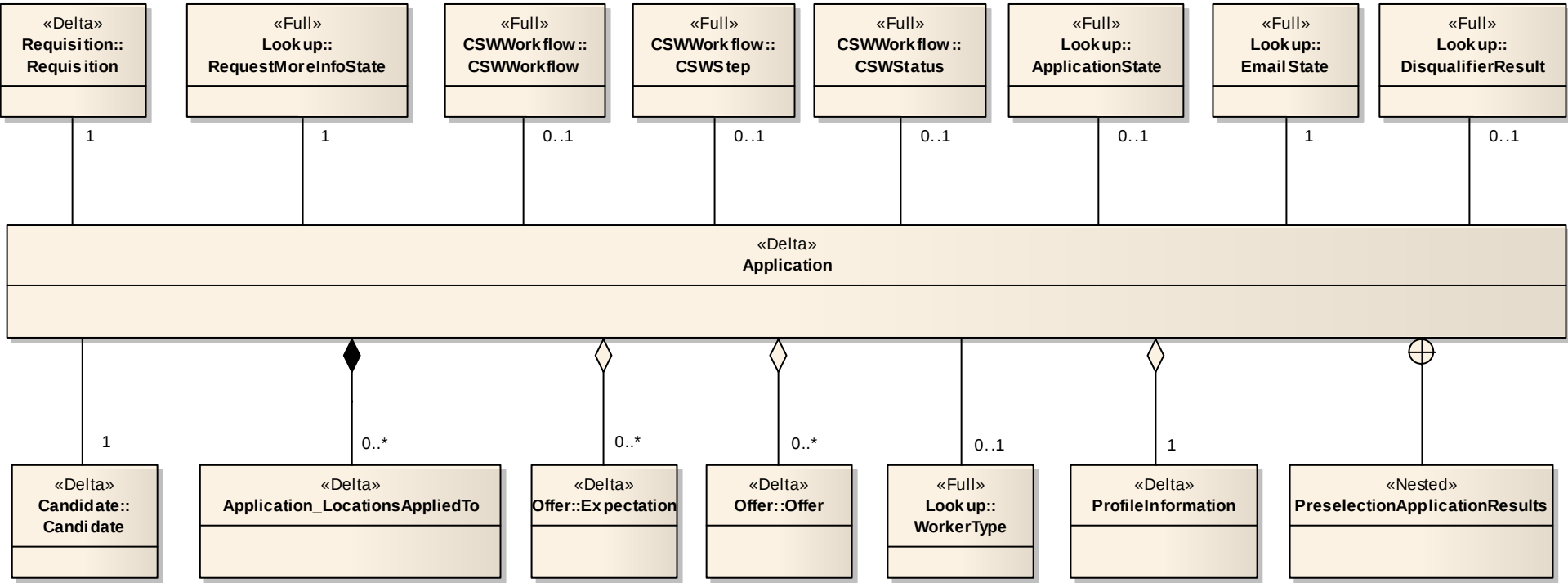
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AnnualBonus	Char(150)	Y			
3	CaptureDate	DateTime	N			
4	CarAllowance	Char(150)	Y			
5	CommissionAmount	Char(150)	Y			
6	DaysPerWeek	Number(5,2)	Y			
7	ExpenseAccount	Char(150)	Y			
8	HoursPerDay	Number(5,2)	Y			
9	LastModifiedDate	DateTime	Y			
10	MaximumSalary	Number(30,15)	Y			
11	MaximumSalaryReference	Number(30,15)	Y			
12	Name	Char(765)	Y			
13	Notes	Char(765)	Y			
14	OtherBonus	Char(150)	Y			
15	OtherCompensation	Char(150)	Y			
16	PayValue	Number(30,15)	Y			

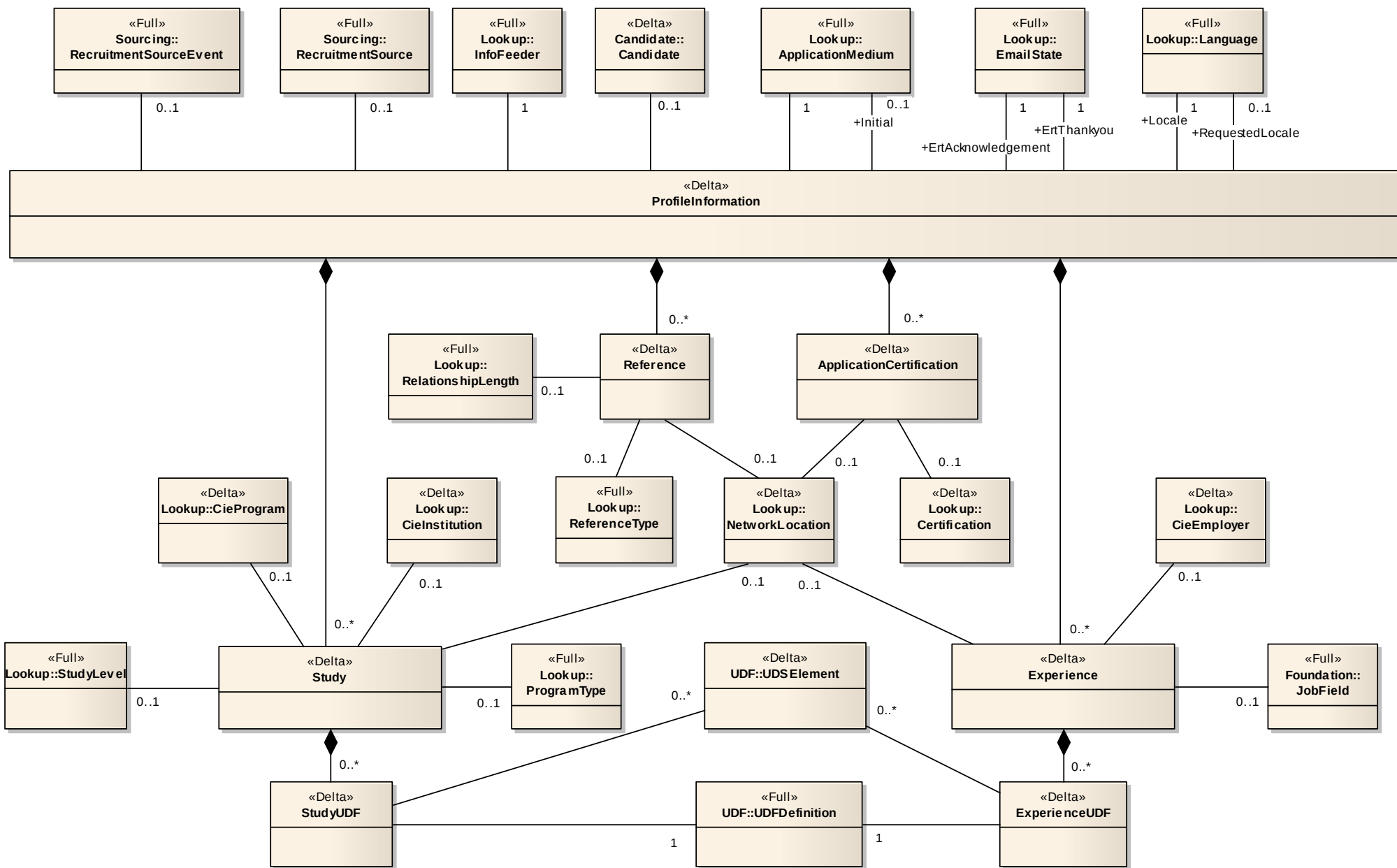
17	RelocationAmount	Number(30,15)	Y			
18	Salary	Number(30,15)	Y			
19	SignOnBonus	Number(30,15)	Y			
20	StockAmount	Char(150)	Y			
21	StockOption	Char(150)	Y			
22	TargetStartDate	DateTime	Y			
23	Vacation	Number(5)	Y			
24	CommissionType_Number	Number(18)	Y	UDSElement	Number	
25	CommissionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
26	Currency_Number	Number(18)	Y	Currency	Number	
27	OfferTitle_Number	Number(18)	N	OfferTitle	Number	
28	PayFrequencyBasis_Number	Number(18)	Y	PayFrequencyBasis	Number	
29	RelocationType_Number	Number(18)	Y	UDSElement	Number	
30	RelocationType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
31	StockOptionType_Number	Number(18)	Y	UDSElement	Number	
32	StockOptionType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
33	StockType_Number	Number(18)	Y	UDSElement	Number	
34	StockType_UDS_Number	Number(18)	Y	UDSElement	UserDefinedSelectionNumber	
35	VacationType_Number	Number(18)	Y	VacationType	Number	
Operation	Criteria					Comments
Delete	Where TARGET.RequisitionOfferParameter.Number = TARGET.JobInformation.OfferParameter_Number And TARGET.JobInformation.Number = TEMP.DeletedJobInformation.JobInformation_Number → Feed those RequisitionOfferParameter.Number to TEMP.DeletedRequisitionOfferParameter.RequisitionOfferParameter_Number					
Insert/Update	Matching primary key					

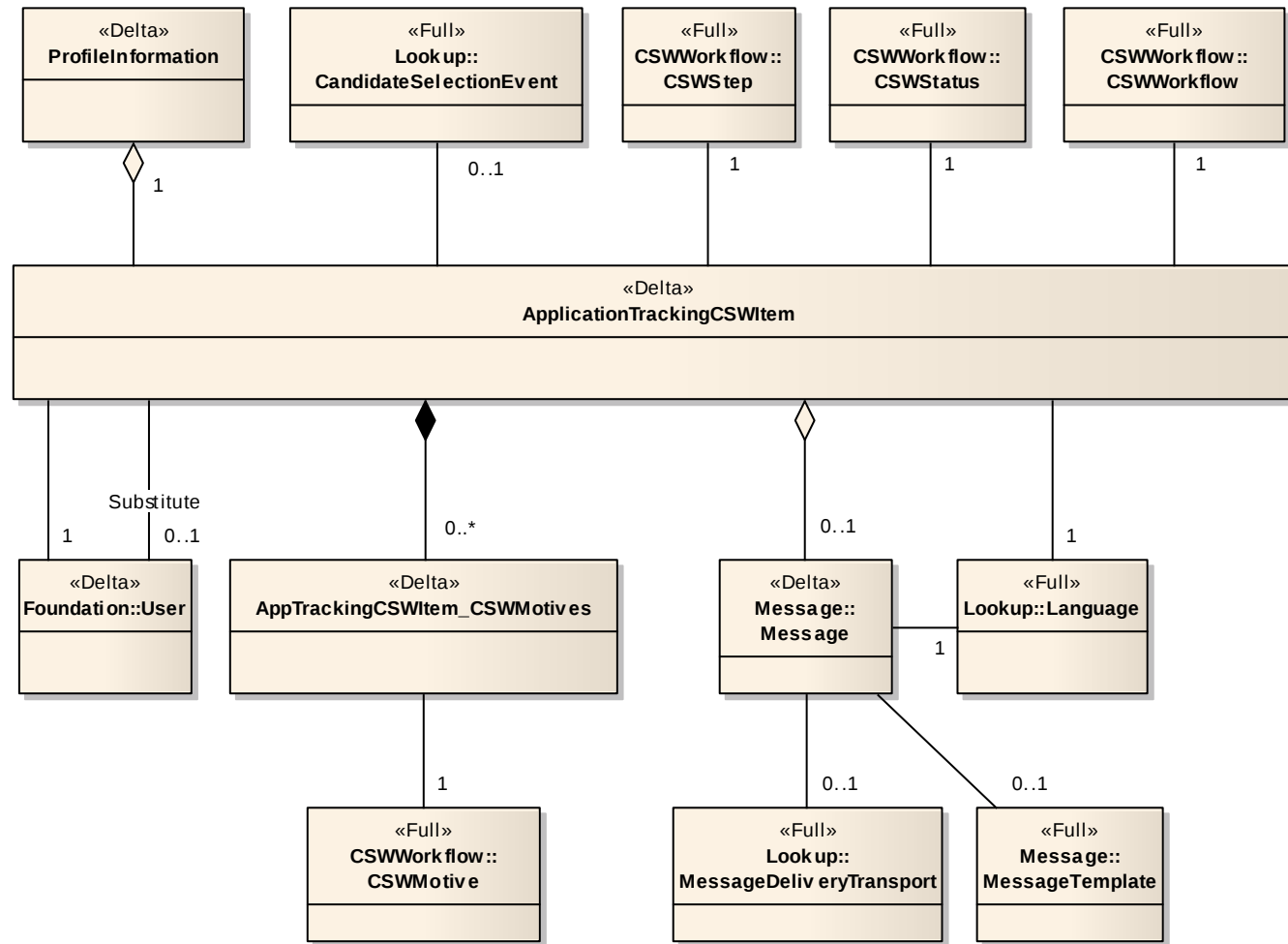
4.2.7.12 RequisitionOfferParameterUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	RequisitionOfferParameter_Number	Number(18)	N	RequisitionOfferParameter	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation	Criteria					Comments
Delete	Where TARGET.RequisitionOfferParameterUDF.RequisitionOfferParameter_Number = TEMP.DeletedRequisitionOfferParameter.RequisitionOfferParameter_Number					
Delete	Where TARGET.RequisitionOfferParameterUDF.RequisitionOfferParameter_Number = SOURCE.RequisitionOfferParameter.Number					
Insert	All					

4.2.8 Profile_Application







4.2.8.1 Application – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	BillRate	Number	Y			
3	ChargeSalesTax	Boolean	Y			
4	CSWLatestDate	DateTime	Y			
5	DateOfEntry	DateTime	Y			
6	DisqualifierResultDate	DateTime	Y			
7	EEOInfoRequestDate	DateTime	Y			
8	ExpirationDate	DateTime	Y			
9	Grade	Number(18)	Y			
10	IsOnRestrictedStep	Boolean	Y			
11	IsSubmissionExpired	Boolean	Y			
12	LastModifiedDate	DateTime	N			
13	LastSubmissionDate	DateTime	Y			
14	LetterSendRegretLetter	DateTime	Y			
15	NewApplication	Boolean	Y			
16	NbOfDayBeforeSubmisnExpiration	Number(3)	Y			
17	PayRate	Number	Y			
18	RmiCompletedDate	DateTime	Y			
19	RmiSentDate	DateTime	Y			
20	SupplierOrderNumber	Char(300)	Y			
21	SupplierWorkerID	Char(300)	Y			
22	AceAlertStatus_Number	Number(18)	Y	EmailState	Number	
23	ApplicationState_Number	Number(18)	Y	ApplicationState	Number	
24	Candidate_Number	Number(18)	N	Candidate	Number	
25	CSWLatestStatus_Number	Number(18)	Y	CSWStatus	Number	
26	CSWLatestStep_Number	Number(18)	Y	CSWStep	Number	
27	CSWorkflow_Number	Number(18)	Y	CSWorkflow	Number	
28	DisqualifierResult_Number	Number(18)	Y	DisqualifierResult	Number	
29	PreslnResults_HasAllRequired	Boolean	Y			
30	PreslnResults_IsAceCandidate	Boolean	Y			
31	PreslnResults_NbAchievedAssets	Number(5)	Y			
32	PreslnResults_NbAchievedReqd	Number(5)	Y			
33	PreslnResults_Score	Number(5)	Y			
34	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
35	Requisition_Number	Number(18)	N	Requisition	Number	
36	RmiStatus_Number	Number(18)	N	RequestMoreInfoState	Number	
37	WorkerType_Number	Number(18)	Y	WorkerType	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Application.Number = SOURCE.DeletedApplication.Application_Number → Feed those Appplication.Number to TEMP.DeletedApplication.Application_Number				
Delete		Where TARGET.Application.Candidate_Number = SOURCE.DeletedCandidate.Candidate_Number				

	→ Feed those Appplication.Number to TEMP.DeletedApplication.Application_Number	
Delete	Where TARGET.Application.Candidate_Number = SOURCE.MergedCandidate.Candidate_Number → Feed those Appplication.Number to TEMP.DeletedApplication.Application_Number	
Insert/Update	Matching primary key	

4.2.8.2 Application_LocationsAppliedTo – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Application_Number	Number(18)	N	Application	Number	
2	Location_Number	Number(18)	N	Location	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Application_LocationsAppliedTo.Application_Number = TEMP.DeletedApplication.Application_Number				
Delete		Where TARGET.Application_LocationsAppliedTo.Application_Number = SOURCE.Application.Number				
Insert		All				

4.2.8.3 ApplicationCertification – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	No	Number(18)	N			
2	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
3	DateReceived	Date	Y			
4	DisplaySequence	Number(5)	N			
5	ExpirationDate	Date	Y			
6	IssuingOrganization	Char(100)	Y			
7	NumberId	Char(30)	Y			
8	OtherCertificationName	Char(100)	Y			
9	Certification_Number	Number(18)	Y	Certification	Number	
10	Location_Number	Number(18)	Y	NetworkLocation	Number	
Operation		Criteria				Comments
Delete		Where TARGET.ApplicationCertification.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.ApplicationCertification.ProfileInformation_Number = SOURCE.ProfileInformation.Number				
Insert		All				

4.2.8.4 ApplicationTrackingCSWItem – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	CommentText	Char(4000)	Y			
3	CreationDate	DateTime	N			
4	Detail	Char(4000)	Y			
5	EventDate	DateTime	Y			
6	IsConditional	Boolean	Y			
7	ProfileLocale_ISO	Char(15)	Y	Language	ISO	
8	Event_Number	Number(18)	Y	CandidateSelectionEvent	Number	

9	Message_Number	Number(18)	Y	Message	Number	
10	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
11	Status_Number	Number(18)	N	CSWStatus	Number	
12	Step_Number	Number(18)	N	CSWStep	Number	
13	Substitute_UserNo	Number(18)	Y	User	UserNo	
14	User_UserNo	Number(18)	N	User	UserNo	
15	Workflow_Number	Number(18)	N	CSWWorkflow	Number	
Operation	Criteria					Comments
Delete	Where TARGET.ApplicationTrackingCSWItem.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number					
Insert/Update	Matching primary key					

4.2.8.5 AppTrackingCSWItem_CSWMotives – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	ATCSWItem_Number	Number(18)	N	ApplicationTrackingCSWItem	Number	
2	CSWMotive_Number	Number(18)	N	CSWMotive	Number	
Operation	Criteria					Comments
Delete	Where TARGET.AppTrackingCSWItem_CSWMotives.ATCSWItem_Number = TARGET.ApplicationTrackingCSWItem.Number And TARGET.ApplicationTrackingCSWItem.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number					
Insert/Update	Matching primary key					

4.2.8.6 Experience – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
3	BeginDate	Date	Y			
4	CurrentEmployer	Boolean	N			
5	DisplaySequence	Number(5)	N			
6	EndDate	Date	Y			
7	LastModifiedDate	DateTime	Y			
8	NameWhileEmployed	Char(100)	Y			
9	OtherEmployerName	Char(100)	Y			
10	OtherJobTitle	Char(100)	Y			
11	PermissionToContact	Boolean	Y			
12	ReasonForLeaving	Char(4000)	Y			
13	Responsibility	Char(4000)	Y			
14	Supervisor	Char(100)	Y			
15	SupervisorEmail	Char(100)	Y			
16	SupervisorPhone	Char(50)	Y			
17	SupervisorTitle	Char(100)	Y			
18	Employer_Number	Number(18)	N	CieEmployer	Number	
19	JobFunction_Number	Number(18)	Y	JobField	Number	

20	Location_Number	Number(18)	Y	NetworkLocation	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Experience.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.Experience.ProfileInformation_Number = SOURCE.ProfileInformation.Number				
Insert		All				

4.2.8.7 ExperienceUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Experience_Number	Number(18)	N	Experience	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.ExperienceUDF.Experience_Number = TARGET.Experience.Number And TARGET.Experience.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.ExperienceUDF.Experience_Number = SOURCE.Experience.Number				
Insert		All				

4.2.8.8 ProfileInformation – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	IsApplication	Boolean	N			Indicate if this record represents an Application (1) or a Profile (0).
3	ApplicationDate	DateTime	N			
4	Completed	Boolean	N			
5	CompletedDate	DateTime	Y			
6	CreationDate	DateTime	N			
7	ExperienceValidated	Boolean	N			
8	IsInternal	Boolean	N			
9	LastModifiedDate	DateTime	N			
10	LastTrackingDate	DateTime	Y			
11	Locale_ISO	Char(15)	N	Language	ISO	
12	RecruitmentSourceAutoFilled	Boolean	Y			
13	RecruitmentSourceDetail	Char(1000)	Y			
14	RequestedLocale_ISO	Char(15)	Y	Language	ISO	
15	ResumeValidated	Boolean	N			
16	SendAcknowledgement	DateTime	Y			
17	StudyValidated	Boolean	N			
18	BckgndCheck_Consent	Boolean	Y			
19	BckgndCheck_InquiryReportReqd	Boolean	Y			
20	Candidate_Number	Number(18)	N	Candidate	Number	
21	ErtAckgmntStatus_Number	Number(18)	N	EmailState	Number	

22	ErtThankyouStatus_Number	Number(18)	N	EmailState	Number	
23	ESignature_DateTimeSigned	DateTime	Y			
24	ESignature_EmailAddress	Char(100)	Y			
25	ESignature_Identifier	Char(100)	Y			
26	ESignature_Initials	Char(10)	Y			
27	ESignature_IPAddress	Char(40)	Y			
28	ESignature_Name	Char(100)	Y			
29	InfoFeeder_Number	Number(18)	N	InfoFeeder	Number	
30	InitialAppMedium_Number	Number(18)	Y	ApplicationMedium	Number	
31	Medium_Number	Number(18)	N	ApplicationMedium	Number	
32	PrivacyStatement_Agreed	Boolean	Y			
33	RecruitmentSource_Number	Number(18)	Y	RecruitmentSource	Number	
34	RecruitmentSourceEvent_Number	Number(18)	Y	RecruitmentSourceEvent	Number	
Operation	Criteria					Comments
Delete	Where TARGET.ProfileInformation.Number = TARGET.TalentUser.Profile_Number And TARGET.TalentUser.Number = TEMP.DeletedTalentUser.TalentUser_Number → Feed those ProfileInformation.Number to TEMP.DeletedProfileInformation.ProfileInformation_Number					
Delete	Where TARGET.ProfileInformation.Number = TARGET.Application.ProfileInformation_Number And TARGET.Application.Number = TEMP.DeletedApplication.Application_Number → Feed those ProfileInformation.Number to TEMP.DeletedProfileInformation.ProfileInformation_Number					
Insert/Update	Matching primary key					

4.2.8.9 **Reference – (Delta)**

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
3	Company	Char(100)	Y			
4	DisplaySequence	Number(5)	N			
5	EmailAddress	Char(100)	Y			
6	FirstName	Char(255)	Y			
7	LastName	Char(255)	Y			
8	MiddleInitial	Char(60)	Y			
9	PhoneNumber	Char(50)	Y			
10	Relationship	Char(100)	Y			
11	Title	Char(100)	Y			
12	Country_Number	Number(18)	Y	NetworkLocation	Number	
13	ReferenceType_Number	Number(18)	Y	ReferenceType	Number	
14	RelationshipLength_Number	Number(18)	Y	RelationshipLength	Number	
Operation	Criteria					Comments
Delete	Where TARGET.Reference.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number					
Delete	Where TARGET.Reference.ProfileInformation_Number = SOURCE.ProfileInformation.Number					
Insert	All					

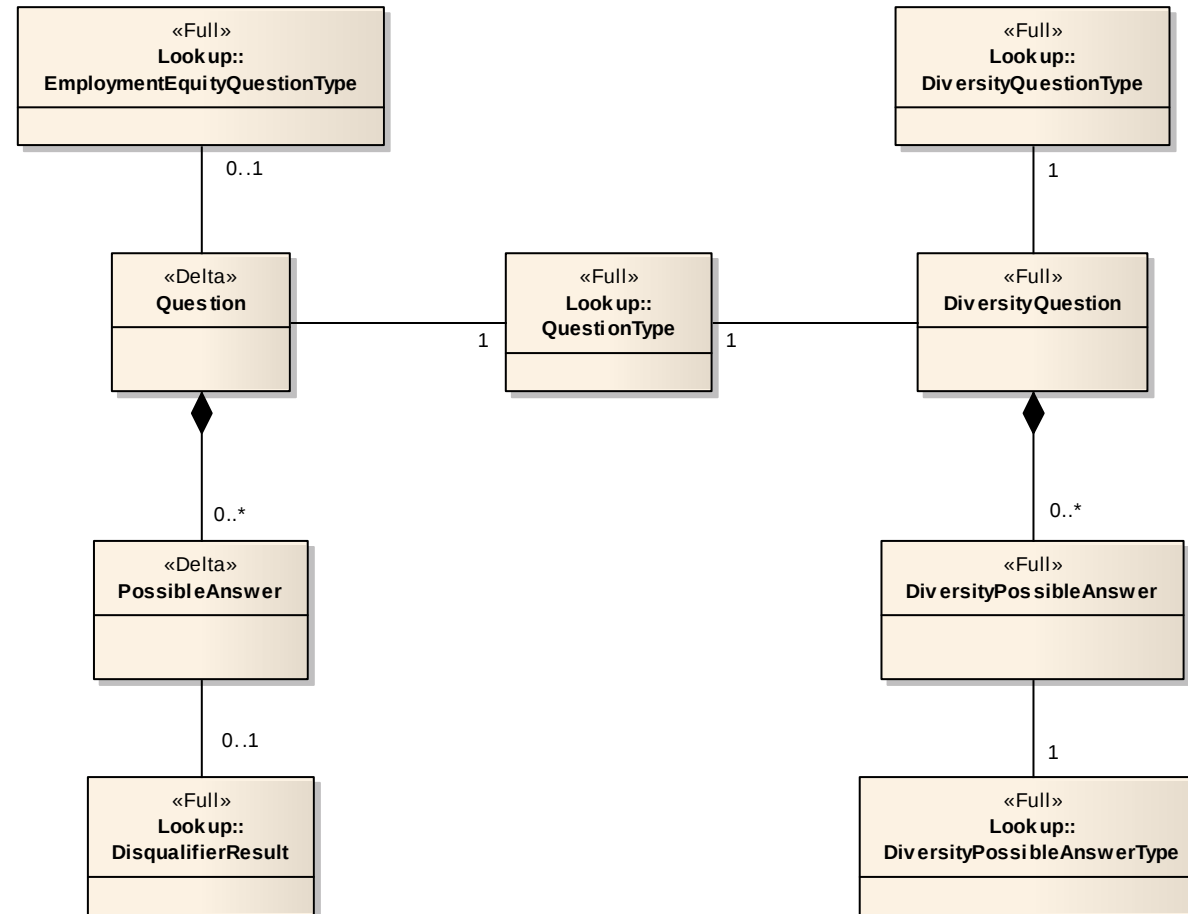
4.2.8.10 Study – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ProfileInformation_Number	Number(18)	N	ProfileInformation	Number	
3	DisplaySequence	Number(5)	N			
4	Gpa	Number(7)	Y			
5	GpaRange	Number(7)	Y			
6	Graduated	Boolean	Y			
7	GraduationDate	Date	Y			
8	GraduationDateProjected	Boolean	Y			
9	LastModifiedDate	DateTime	Y			
10	NameWhileAttending	Char(100)	Y			
11	OtherCourseTitle	Char(255)	Y			
12	OtherInstitutionCity	Char(100)	Y			
13	OtherInstitutionName	Char(100)	Y			
14	StartDate	Date	Y			
15	Institution_Number	Number(18)	Y	CieInstitution	Number	
16	OtherInstnLocation_Number	Number(18)	Y	NetworkLocation	Number	
17	Program_Number	Number(18)	Y	CieProgram	Number	
18	ProgramType_Number	Number(18)	Y	ProgramType	Number	
19	StudyLevel_Number	Number(18)	Y	StudyLevel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Study.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.Study.ProfileInformation_Number = SOURCE.ProfileInformation.Number				
Insert		All				

4.2.8.11 StudyUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Study_Number	Number(18)	N	Study	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.StudyUDF.Study_Number = TARGET.Study.Number And TARGET.Study.ProfileInformation_Number = TEMP.DeletedProfileInformation.ProfileInformation_Number				
Delete		Where TARGET.StudyUDF.Study_Number = SOURCE.Study.Number				
Insert		All				

4.2.9 Question



4.2.9.1 DiversityPossibleAnswer – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Question_Number	Number(18)	N	DiversityQuestion	Number	
3	Description	Char(1000)	Y			
4	Sequence	Number(5)	N			
5	PossibleAnswerType_Number	Number(18)	N	DiversityPossibleAnswerType	Number	
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.9.2 DiversityQuestion – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	Y			
3	Name	Char(200)	Y			
4	QuestionType_Number	Number(18)	N	QuestionType	Number	
5	RegulationQuestionType_Number	Number(18)	N	DiversityQuestionType	Number	
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.2.9.3 PossibleAnswer – (Delta)

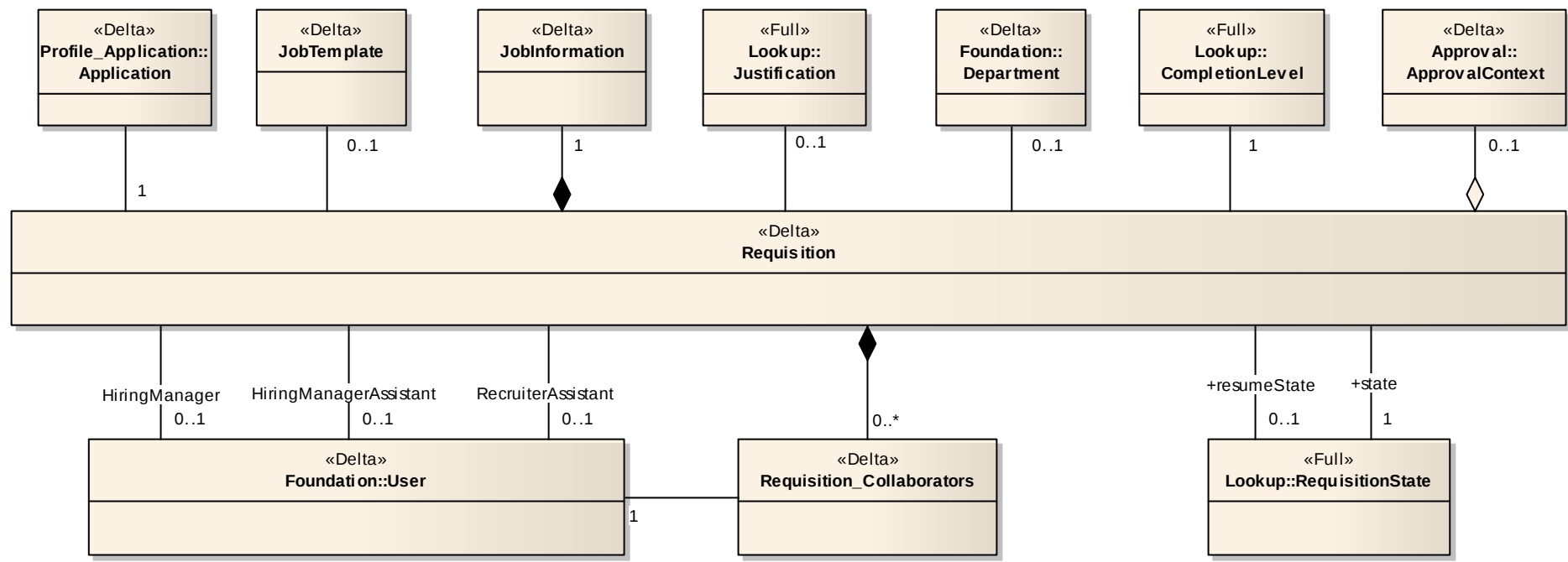
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Question_Number	Number(18)	N	Question	Number	
3	Description	Char(1000)	Y			
4	DisplaySequence	Number(5)	N			
5	NotSpecified	Boolean	N			
6	DisqualifierResult_Number	Number(18)	N	DisqualifierResult	Number	
Operation		Criteria				Comments
Delete		Where TARGET.PossibleAnswer.Question_Number = SOURCE.DeletedQuestion.Question_Number				
Insert		Matching primary key				

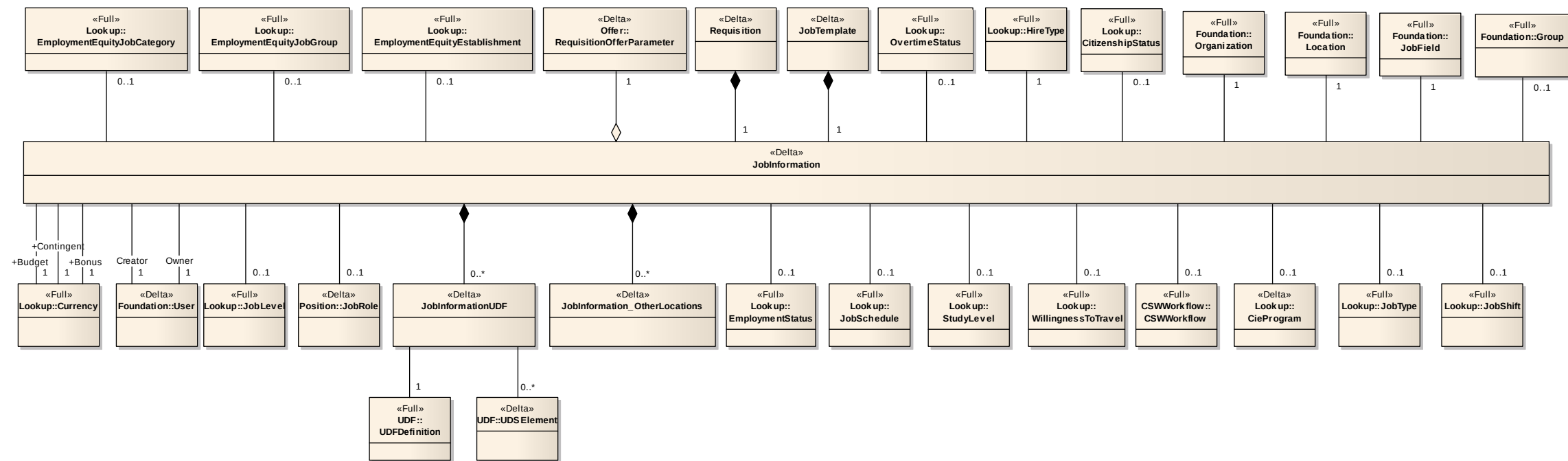
4.2.9.4 Question – (Delta)

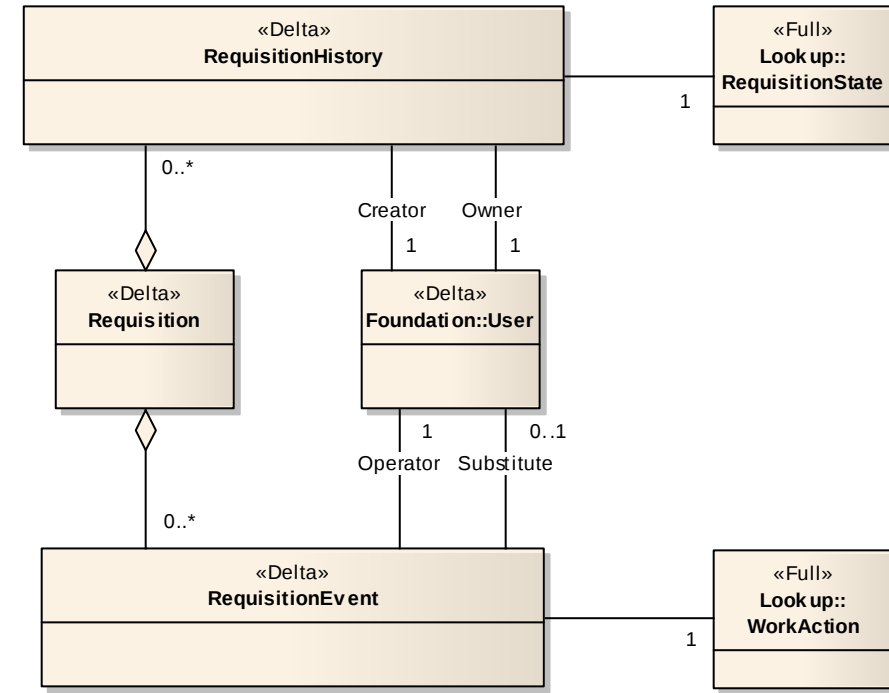
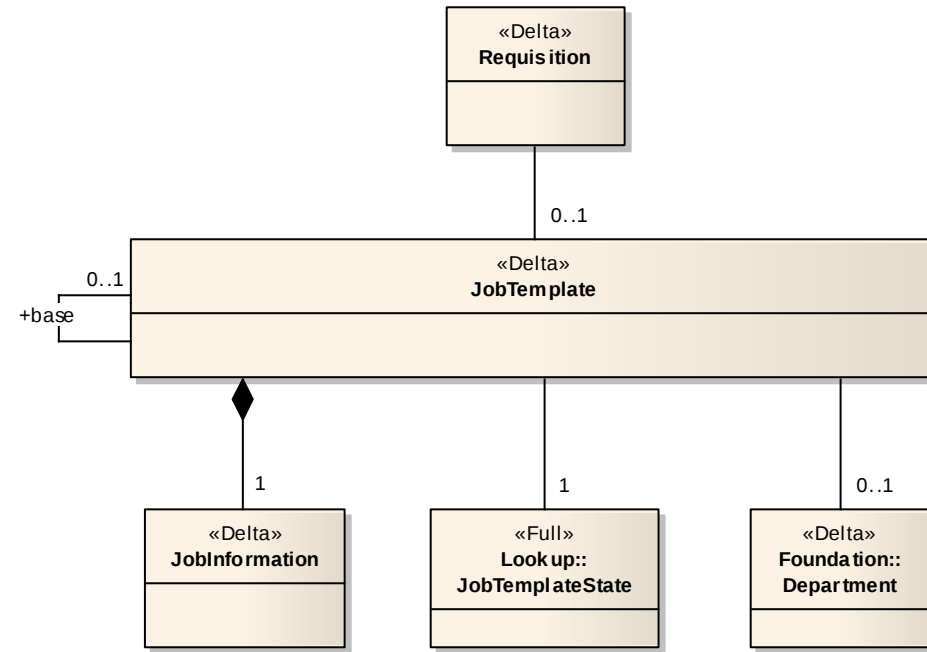
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	Y			
3	CreationDate	DateTime	N			

4	Description	Char(1000)	Y			
5	ExplanationIntro	Char(255)	Y			
6	LastModifiedDate	DateTime	Y			
7	Name	Char(200)	Y			
8	EEOUSAVersion	Number(18)	Y			
9	EEQuestionType_Number	Number(18)	Y	EmploymentEquityQuestionType	Number	
10	Status_Number	Number(18)	N	AdminEntityStatus	Number	
11	TypeOfQuestion_Number	Number(18)	N	QuestionType	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Question.Number = SOURCE.DeletedQuestion.Question_Number				
Insert		Matching primary key				

4.2.10 Requisition







4.2.10.1 JobInformation – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AdditionalInformation	Char(1000)	Y			
3	AutoDeclineCandidates	Boolean	N			
4	AutoRejectCandidates	Boolean	N			
5	BillRateMedian	Number(15,3)	Y			
6	BillRateNotToExceed	Number(15,3)	Y			
7	CreationDate	DateTime	N			
8	DescriptionBaseLocale	Boolean	N			
9	DescriptionExternalHTML	Char(16000)	Y			
10	DescriptionInternalHTML	Char(16000)	Y			
11	ExternalBonusAmount	Number(30,15)	Y			
12	ExternalBonusTracking	Boolean	Y			
13	ExternalQualificationHTML	Char(16000)	Y			
14	HighQuartileSalary	Number(30,15)	Y			
15	InternalBonusAmount	Number(30,15)	Y			
16	InternalBonusTracking	Boolean	Y			
17	InternalQualificationHTML	Char(16000)	Y			
18	JobBoardDescription	Char(1000)	Y			
19	JobGrade	Char(50)	Y			
20	LastModifiedDate	DateTime	Y			
21	LowQuartileSalary	Number(30,15)	Y			
22	MidPointSalary	Number(30,15)	Y			
23	NumberToHire	Number(3)	Y			
24	OtherCosts	Char(50)	Y			
25	RelocationCosts	Char(50)	Y			
26	SourcingBudget	Char(50)	Y			
27	Title	Char(255)	Y			
28	TravelCosts	Char(50)	Y			
29	UnlimitedHire	Boolean	N			
30	BonusCurrency_Number	Number(18)	Y	Currency	Number	
31	BudgetCurrency_Number	Number(18)	Y	Currency	Number	
32	CitizenshipStatus_Number	Number(18)	Y	CitizenshipStatus	Number	
33	ContingentCurrency_Number	Number(18)	Y	Currency	Number	
34	Creator_UserNo	Number(18)	N	User	UserNo	
35	CSWorkflow_Number	Number(18)	Y	CSWorkflow	Number	
36	EEJobGroup_Number	Number(18)	Y	EmploymentEquityJobGroup	Number	
37	EEJobCategory_Number	Number(18)	Y	EmploymentEquityJobCategory	Number	
38	EEEstablishment_Number	Number(18)	Y	EmploymentEquityEstablishment	Number	
39	HireType_Number	Number(18)	N	HireType	Number	
40	JobField_Number	Number(18)	N	JobField	Number	
41	JobInformationGroup_Number	Number(18)	Y	Group	Number	

42	JobLevel_Number	Number(18)	Y	JobLevel	Number	
43	JobRole_Number	Number(18)	Y	JobRole	Number	
44	JobSchedule_Number	Number(18)	Y	JobSchedule	Number	
45	JobShift_Number	Number(18)	Y	JobShift	Number	
46	JobType_Number	Number(18)	Y	JobType	Number	
47	OfferParameter_Number	Number(18)	N	RequisitionOfferParameter	Number	
48	Organization_Number	Number(18)	N	Organization	Number	
49	OvertimeStatus_Number	Number(18)	Y	OvertimeStatus	Number	
50	PrimaryLocation_Number	Number(18)	N	Location	Number	
51	Program_Number	Number(18)	Y	CieProgram	Number	
52	RecruiterOwner_UserNo	Number(18)	N	User	UserNo	
53	StudyLevel_Number	Number(18)	Y	StudyLevel	Number	
54	WillingnessToTravel_Number	Number(18)	Y	WillingnessToTravel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.JobInformation.Number = TARGET.Requisition.JobInformation_Number And TARGET.Requisition.Number = SOURCE.DeletedRequisition.Requisition_Number → Feed those JobInformation.Number to TEMP.DeletedJobInformation.JobInformation_Number				
Delete		Where TARGET.JobInformation.Number = TARGET.JobTemplate.JobInformation_Number And TARGET.JobTemplate.Number = SOURCE.DeletedJobTemplate.JobTemplate_Number → Feed those JobInformation.Number to TEMP.DeletedJobInformation.JobInformation_Number				
Insert/Update		Matching primary key				

4.2.10.2 JobInformation_OtherLocations – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	JobInformation_Number	Number(18)	N	JobInformation	Number	
2	Location_Number	Number(18)	N	Location	Number	
Operation		Criteria				Comments
Delete		Where TARGET.JobInformation_OtherLocations.JobInformation_Number = TEMP.DeletedJobInformation.JobInformation_Number				
Delete		Where TARGET.JobInformation_OtherLocations.JobInformation_Number = SOURCE.JobInformation.Number				
Insert		All				

4.2.10.3 JobInformationUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	JobInformation_Number	Number(18)	N	JobInformation	Number	
2	UDFDefinition_Entity	Char(50)	N	UDFDefinition	Entity	
3	UDFDefinition_ID	Char(765)	N	UDFDefinition	ID	
4	Sequence	Number(5)	N			Sequence for multi-select value. Sequence = 1 for single select.
5	UDSElement_Number	Number(18)	Y	UDSElement	Number	Value from a selection list.
6	Value	Char(4000)	Y			Text value.
Operation		Criteria				Comments
Delete		Where TARGET.JobInformationUDF.JobInformation_Number = TEMP.DeletedJobInformation.JobInformation_Number				
Delete		Where TARGET.JobInformationUDF.JobInformation_Number = SOURCE.JobInformation.Number				

Insert	All	
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4.2.10.4 JobTemplate – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	EffectiveFrom	DateTime	Y			
3	EffectiveTill	DateTime	Y			
4	JobCode	Char(150)	Y			
5	BaseJobTemplate_Number	Number(18)	Y	JobTemplate	Number	
6	Department_Number	Number(18)	Y	Department	Number	
7	JobInformation_Number	Number(18)	N	JobInformation	Number	
8	State_Number	Number(18)	N	JobTemplateState	Number	
Operation		Criteria				Comments
Delete		Where TARGET.JobTemplate.Number = SOURCE.DeletedJobTemplate.JobTemplate_Number				
Insert/Update		Matching primary key				

4.2.10.5 Requisition – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AbstractInfo	Char(1000)	Y			
3	AceCandidateAlertEnabled	Boolean	N			
4	AceCandidateMinimalScore	Number(3)	Y			
5	AceCandidateNumberRelevant	Number(3)	Y			
6	ClosingDateExternal	DateTime	Y			
7	ClosingDateInternal	DateTime	Y			
8	ContestNumber	Char(20)	N			
9	DailyRecruitingReportEnabled	Boolean	N			
10	ExtendMoreOffers	Boolean	N			
11	HasBeenApproved	Boolean	N			
12	HotJob	Boolean	N			
13	ManagerRequisitionTitle	Char(255)	Y			
14	OpeningDateExternal	DateTime	Y			
15	OpeningDateInternal	DateTime	Y			
16	PositionString	Char(255)	Y			
17	PreventPosting	Boolean	N			
18	RequestMoreInfoAssetValue	Number(3)	Y			
19	RequestMoreInfoByAssetEnabled	Boolean	Y			
20	RequestMoreInfoByScoreEnabled	Boolean	Y			
21	RequestMoreInfoScoreValue	Number(3)	Y			
22	TargetStartDate	DateTime	Y			
23	ApprovalContext_No	Number(18)	Y	ApprovalContext	Number	
24	BaseJobTemplate_Number	Number(18)	Y	JobTemplate	Number	
25	CompletionLevel_Number	Number(18)	N	CompletionLevel	Number	

26	ContactEmailExternal_UserNo	Number(18)	Y	User	UserNo	
27	ContactEmailInternal_UserNo	Number(18)	Y	User	UserNo	
28	ContactNameExternal_UserNo	Number(18)	Y	User	UserNo	
29	ContactNameInternal_UserNo	Number(18)	Y	User	UserNo	
30	Department_Number	Number(18)	Y	Department	Number	
31	HiringManager_UserNo	Number(18)	Y	User	UserNo	
32	HiringManagerAssistant_UserNo	Number(18)	Y	User	UserNo	
33	JobInformation_Number	Number(18)	N	JobInformation	Number	
34	Justification_Number	Number(18)	Y	Justification	Number	
35	RecruiterAssistant_UserNo	Number(18)	Y	User	UserNo	
36	ResumeState_Number	Number(18)	Y	RequisitionState	Number	
37	State_Number	Number(18)	N	RequisitionState	Number	
Operation		Criteria				Comments
Delete		Where TARGET.Requisition.Number = SOURCE.DeletedRequisition.Requisition_Number				
Insert/Update		Matching primary key				

4.2.10.6 Requisition_Collaborators – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	Collaborator_UserNo	Number(18)	N	User	UserNo	
Operation		Criteria				Comments
Delete		Where TARGET.Requisition_Collaborators.Requisition_Number = SOURCE.DeletedRequisition.Requisition_Number				
Delete		Where TARGET.Requisition_Collaborators.Requisition_Number = SOURCE.Requisition.Number				
Insert		All				

4.2.10.7 RequisitionEvent – (Delta)

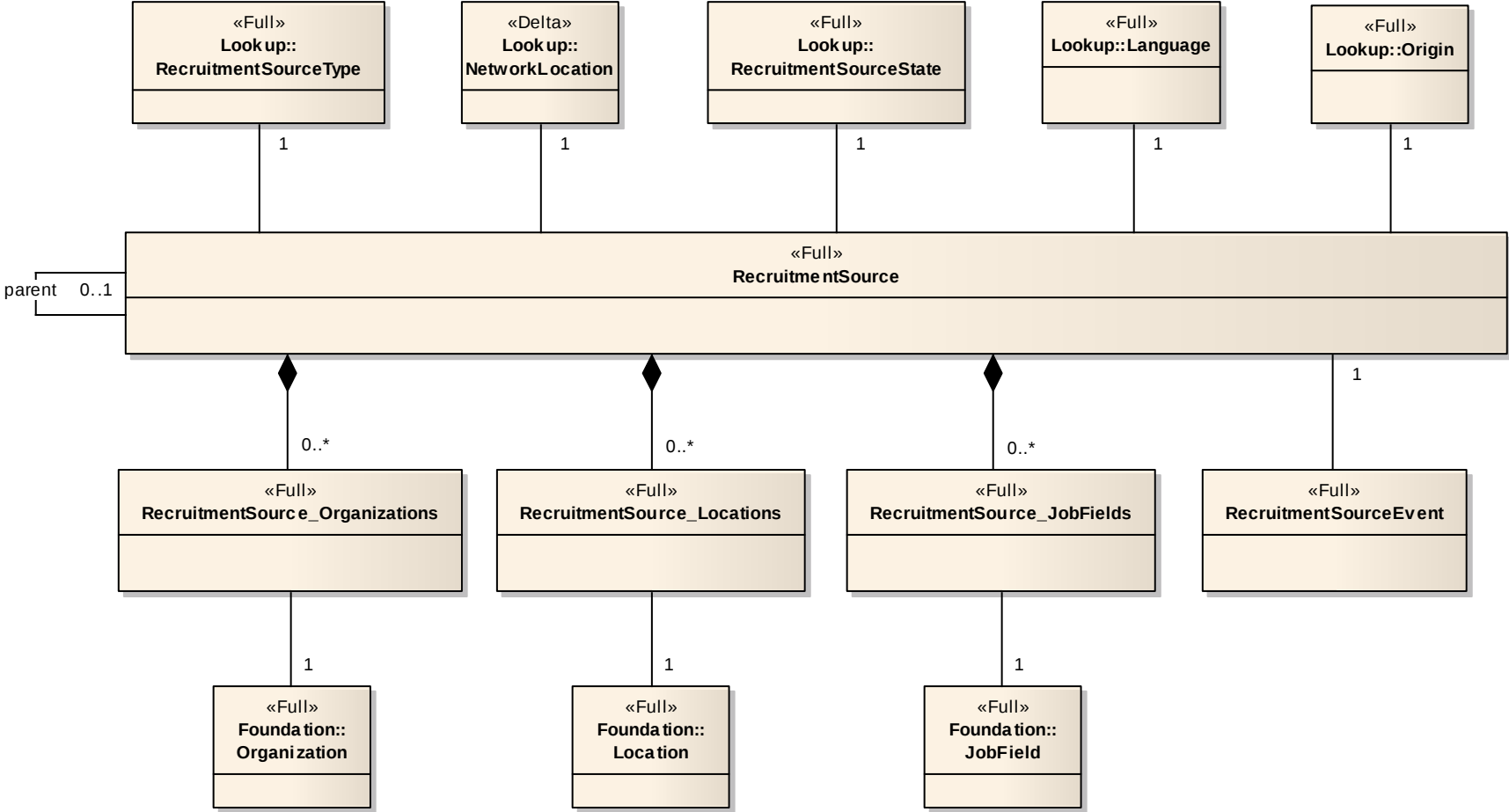
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Requisition_Number	Number(18)	N	Requisition	Number	
3	WorkAction_Number	Number(18)	N	WorkAction	Number	
4	EventDate	DateTime	N			
5	Comments	Char(3000)	Y			
6	Operator_UserNo	Number(18)	N	User	UserNo	
7	SubstituteOperator_UserNo	Number(18)	Y	User	UserNo	
Operation		Criteria				Comments
Delete		Where TARGET.RequisitionEvent.Requisition_Number = SOURCE.DeletedRequisition.Requisition_Number				
Insert/Update		Matching primary key				

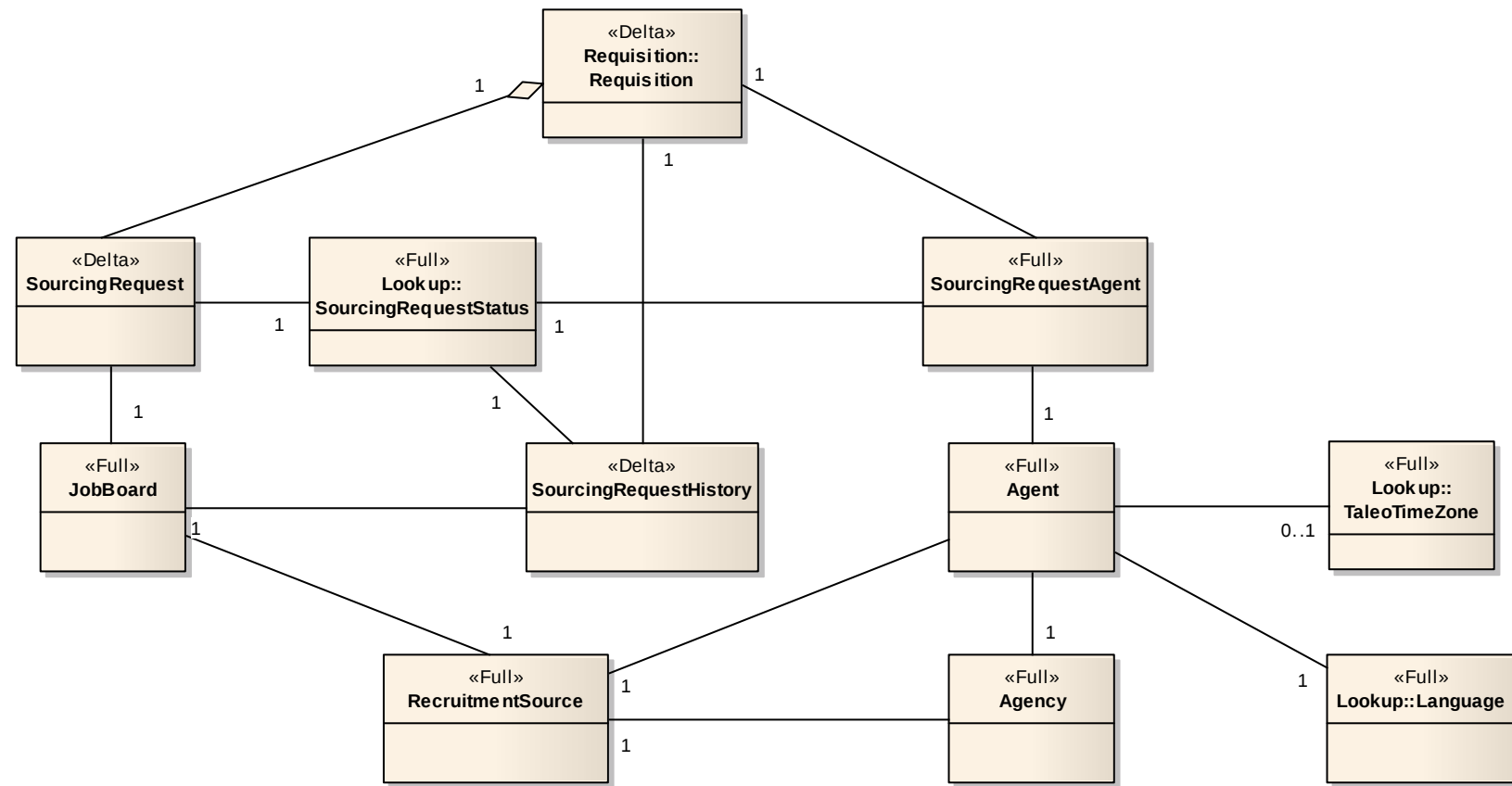
4.2.10.8 RequisitionHistory – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	CreationDate	DateTime	N			

3	RequisitionState_Number	Number(18)	N	RequisitionState	Number	
4	EndDate	DateTime	Y			
5	Creator_UserNo	Number(18)	N	User	UserNo	
6	RecruiterOwner_UserNo	Number(18)	N	User	UserNo	
Operation		Criteria				Comments
Delete		Where TARGET.RequisitionHistory.Requisition_Number = SOURCE.DeletedRequisition.Requisition_Number				
Insert/Update		Matching primary key				

4.2.11 Sourcing





4.2.11.1 Agency – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ContactName	Char(100)	Y			
3	ContactPhoneNumber	Char(50)	Y			
4	EmailAddress	Char(100)	Y			
5	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.11.2 Agent – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Address	Char(100)	Y			
3	Address2	Char(100)	Y			
4	City	Char(100)	Y			
5	CorrespondenceLocale_ISO	Char(15)	N	Language	ISO	
6	CreationDate	DateTime	N			
7	EmailAddress	Char(100)	Y			
8	Fax	Char(50)	Y			
9	FirstName	Char(255)	Y			
10	HomePhone	Char(50)	Y			
11	LastName	Char(255)	Y			
12	MobilePhone	Char(50)	Y			
13	PagerPhone	Char(50)	Y			
14	WorkPhone	Char(50)	Y			
15	Zip	Char(20)	Y			
16	Agency_Number	Number(18)	N	Agency	Number	
17	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
18	TimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.11.3 JobBoard – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	IsPaying	Boolean	N			
3	JobboardType_Number	Char(765)	N	JobBoardType	Number	
4	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.11.4 RecruitmentSource – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(765)	Y			
3	PartnerId	Char(100)	Y			
4	NetworkLocation_Number	Number(18)	N	NetworkLocation	Number	
5	ObjectOrigin_Number	Number(18)	N	Origin	Number	
6	ParentSource_Number	Number(18)	Y	RecruitmentSource	Number	

7	State_Number	Number(18)	N	RecruitmentSourceState	Number	
8	Type_Number	Number(18)	N	RecruitmentSourceType	Number	
9	Visibility_Number	Number(18)	N	RecruitmentSourceVisibility	Number	
Operation		Criteria				Comments
Delete		None that is referenced				
Insert/Update		Matching primary key				

4.2.11.5 RecruitmentSourceEvent – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Source_Number	Number(18)	N	RecruitmentSource	Number	
3	Cost	Number(10,2)	Y			
4	Description	Char(50)	Y			
5	EndDate	DateTime	Y			
6	ExternalContactEmail	Char(100)	Y			
7	ExternalContactName	Char(255)	Y			
8	ExternalContactPhone	Char(50)	Y			
9	ID	Char(50)	N			
10	StartDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.2.11.6 RecruitmentSource_JobFields – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
2	JobField_Number	Number(18)	N	JobField	Number	
Operation		Criteria				Comments
Delete		All				
Insert		All				

4.2.11.7 RecruitmentSource_Locations – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
2	Location_Number	Number(18)	N	Location	Number	
Operation		Criteria				Comments
Delete		All				
Insert		All				

4.2.11.8 RecruitmentSource_Organizations – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
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1	RecruitmentSource_Number	Number(18)	N	RecruitmentSource	Number	
2	Organization_Number	Number(18)	N	Organization	Number	
Operation		Criteria				Comments
Delete		All				
Insert		All				

4.2.11.9 SourcingRequestAgent – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	Agent_Number	Number(18)	N	Agent	Number	
3	CloseDate	DateTime	Y			
4	OpenDate	DateTime	Y			
5	SourcingRequestStatus_Number	Number(18)	N	SourcingRequestStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Machting primary key				

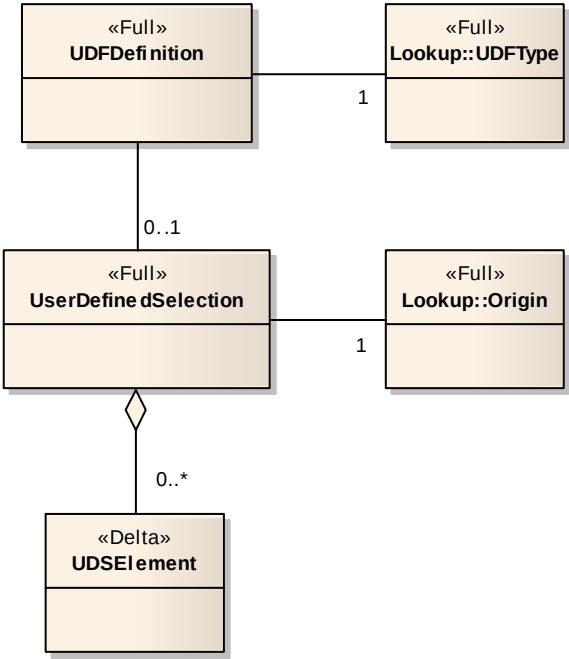
4.2.11.10 SourcingRequest – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	JobBoard_Number	Number(18)	N	JobBoard	Number	
3	CreationDate	DateTime	N			
4	ApplyOnlineEnabled	Boolean	N			
5	CloseDate	DateTime	Y			
6	OpenDate	DateTime	N			
7	SourcingRequestStatus_Number	Number(18)	N	SourcingRequestStatus	Number	
Operation		Criteria				Comments
Delete		Where TARGET.SourcingRequest.Requisition_Number = SOURCE.DeletedRequisition.Requisition_Number				
Insert/Update		Machting primary key				

4.2.11.11 SourcingRequestHistory– (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Requisition_Number	Number(18)	N	Requisition	Number	
2	JobBoard_Number	Number(18)	N	JobBoard	Number	
3	CreationDate	DateTime	N			
4	CloseDate	DateTime	Y			
5	OpenDate	DateTime	N			
6	SourcingRequestStatus_Number	Number(18)	N	SourcingRequestStatus	Number	
Operation		Criteria				Comments
Delete		Where TARGET.SourcingRequestHistory.Requisition_Number = SOURCE.DeletedRequisition.Requisition_Number				
Insert/Update		Machting primary key				

4.2.12 UDF



4.2.12.1 UDFDefinition – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Entity	Char(90)	N			CSUSER: Candidate DEPARTMENTINFORMATION: Department EXPERIENCE: Experience JOBINFORMATION: Requisition or JobTemplate OFFER: Offer STUDY: Study
2	ID	Char(765)	N			
3	Cardinality	Number(2)	N			1: Single select, -1: Multi select
4	Description	Char(765)	N			
5	Type_Number	Number(5)	N	UDFType	Number	
6	UserDefinedSelection_Number	Number(18)	N	UserDefinedSelection	Number	

Operation	Criteria	Comments
Delete	None	
Insert/Update	Macthing primary key	

4.2.12.2 UDSElement – (Delta)

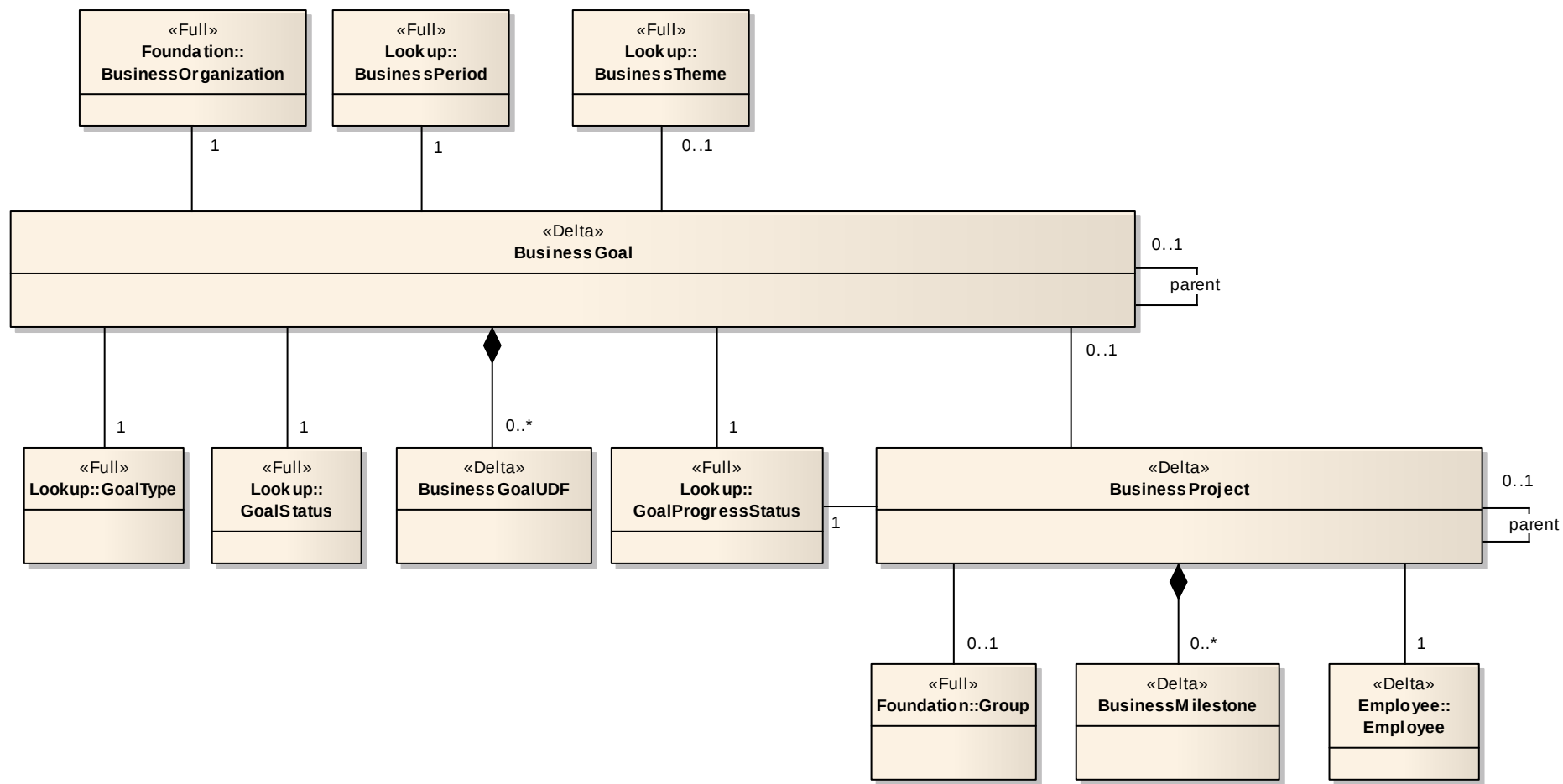
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	UserDefinedSelection_Number	Number(18)	N	UserDefinedSelection	Number	
3	Active	Boolean	N			
4	Code	Char(50)	N			
5	Complete	Boolean	N			
6	Description	Char(765)	Y			
7	EffectiveFrom	DateTime	Y			
8	EffectiveUntil	DateTime	Y			
9	LastModifiedDate	DateTime	Y			
10	Sequence	Number(5)	N			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Macthing primary key					

4.2.12.3 UserDefinedSelection – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	EffectiveDatingEnabled	Boolean	N			
4	Large	Boolean	N			
5	Name	Char(765)	Y			
6	Origin_Number	Number(18)	N	Origin	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Macthing primary key					

4.3 Performance

4.3.1 BusinessGoal



4.3.1.1 BusinessGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number	N			
3	Code	Char(50)	N			
4	Criticality	Number(10)	N			
5	Description	Char(1000)	Y			
6	DueDate	DateTime	Y			
7	ExternalIdentifier	Char(100)	Y			
8	InitialValue	Number	Y			
9	LastModifiedDate	DateTime	N			
10	LastProgressUpdate	DateTime	Y			
11	MeasurementText	Char(1000)	Y			
12	Name	Char(200)	Y			
13	PercentCompleted	Number	N			
14	PublicGoal	Boolean	N			
15	RevisedDate	DateTime	Y			
16	StartDate	DateTime	Y			
17	StretchValue	Number	N			
18	TargetValue	Number	N			
19	BusinessOrganization_Number	Number(18)	N	BusinessOrganization	Number	
20	BusinessPeriod_Number	Number(18)	N	BusinessPeriod	Number	
21	BusinessTheme_Number	Number(18)	Y	BusinessTheme	Number	
22	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
23	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
24	GoalType_Number	Number(18)	N	GoalType	Number	
25	ParentGoal_Number	Number(18)	Y	BusinessGoal	Number	
Operation		Criteria				Comments
Delete		Where TARGET.BusinessGoal.Number = SOURCE.DeletedBusinessGoal.BusinessGoal_Number				
Insert/Update		Macthing primary key				

4.3.1.2 BusinessGoalUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	BusinessGoal_Number	Number(18)	N	BusinessGoal	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.BusinessGoalUDF.BusinessGoal_Number = SOURCE.DeletedBusinessGoal.BusinessGoal_Number				
Delete		Where TARGET.BusinessGoalUDF.BusinessGoal_Number = SOURCE.BusinessGoal.Number				
Insert		All				

4.3.1.3 BusinessMilestone – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(1000)	Y			
3	EndDate	DateTime	Y			
4	Name	Char(100)	Y			
5	BusinessProject_Number	Number(18)	N	BusinessProject	Number	
Operation		Criteria				Comments
Delete		Where TARGET.BusinessMilestone.BusinessProject_Number = SOURCE.DeletedBusinessProject.BusinessProject_Number				
Delete		Where TARGET.BusinessMilestone.BusinessProject_Number = SOURCE.BusinessProject.Number				
Insert		All				

4.3.1.4 BusinessProject – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Criticality	Number(18)	N			
4	Description	Char(1000)	Y			
5	DueDate	Date	Y			
6	ExternalCode	Char(100)	Y			
7	LastModifiedDate	DateTime	N			
8	LastProgressUpdate	DateTime	Y			
9	Name	Char(100)	Y			
10	PercentCompleted	Number	N			
11	RevisedDate	DateTime	Y			
12	StartDate	Date	Y			
13	BusinessGoal_Number	Number(18)	Y	BusinessGoal	Number	
14	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
15	Owner_Number	Number(18)	Y	Employee	Number	
16	ParentBusinessProject_Number	Number(18)	Y	BusinessProject	Number	
17	Team_Number	Number(18)	Y	Group	Number	
Operation		Criteria				Comments
Delete		Where TARGET.BusinessProject.Number = SOURCE.DeletedBusinessProject.BusinessProject_Number				
Insert/Update		Macthing primary key				

4.3.2 Deleted

4.3.2.1 DeletedBusinessGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	BusinessGoal_Number	Number(18)	N	BusinessGoal	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.2 DeletedBusinessProject – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	BusinessProject_Number	Number(18)	N	BusinessProject	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.3 DeletedCompetencyGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	CompetencyGoal_Number	Number(18)	N	CompetencyGoal	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.4 DeletedDevelopmentGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentGoal_Number	Number(18)	N	DevelopmentGoal	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.5 DeletedDevelopmentPlan – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentPlan_Number	Number(18)	N	DevelopmentPlan	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments

Delete	None	
Insert	Matching primary key	

4.3.2.6 DeletedEmployeeGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	EmployeeGoal_Number	Number(18)	N	EmployeeGoal	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.7 DeletedEmployeeGoalPlan – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	EmployeeGoalPlan_Number	Number(18)	N	EmployeeGoalPlan	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.8 DeletedEmployeeGoalTask – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	EmployeeGoalTask_Number	Number(18)	N	EmployeeGoalTask	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

4.3.2.9 DeletedSubCompetencyGoal – (Delta)

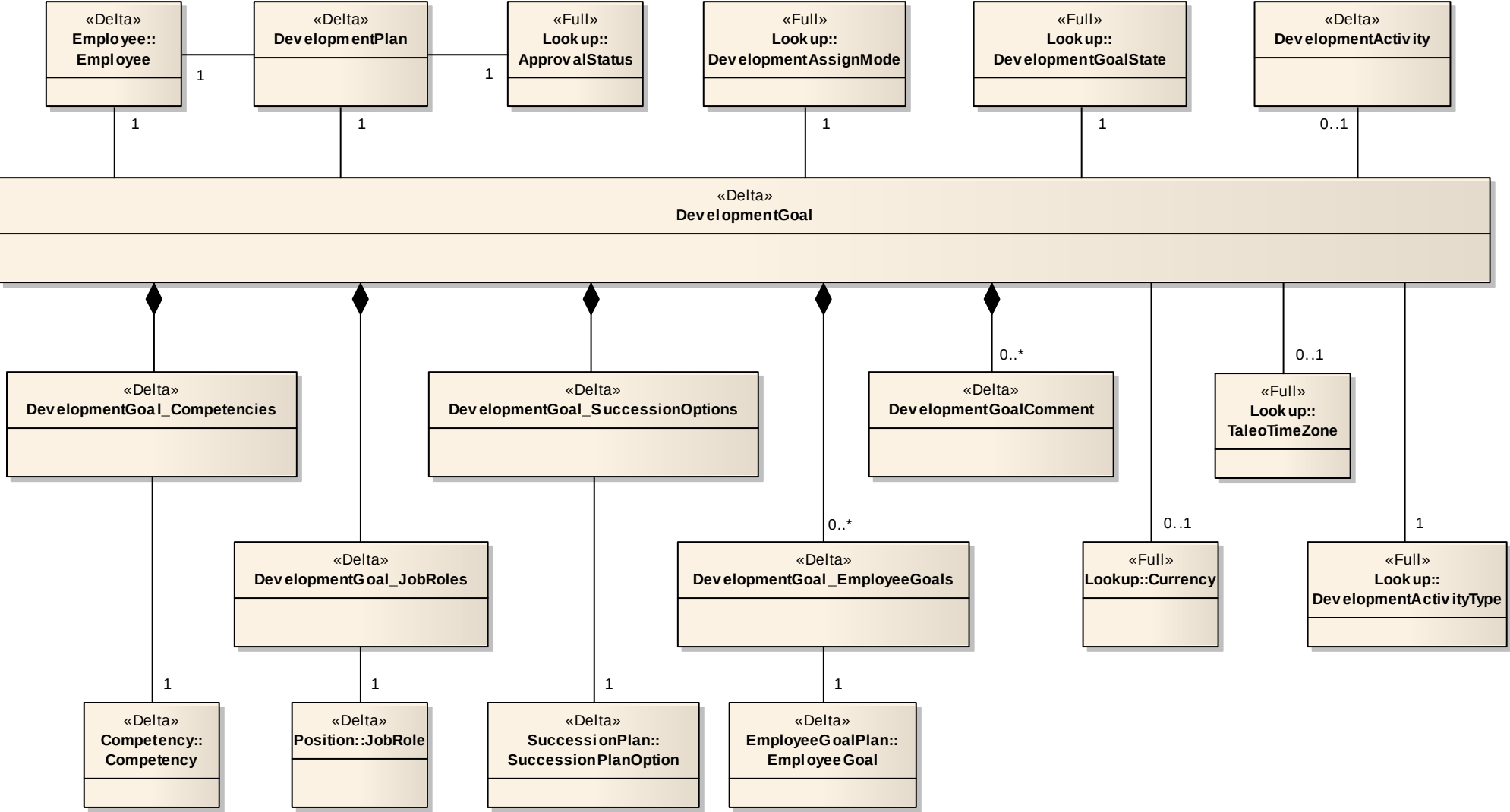
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	SubCompetencyGoal_Number	Number(18)	N	SubCompetencyGoal	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments
Delete		None				
Insert		Matching primary key				

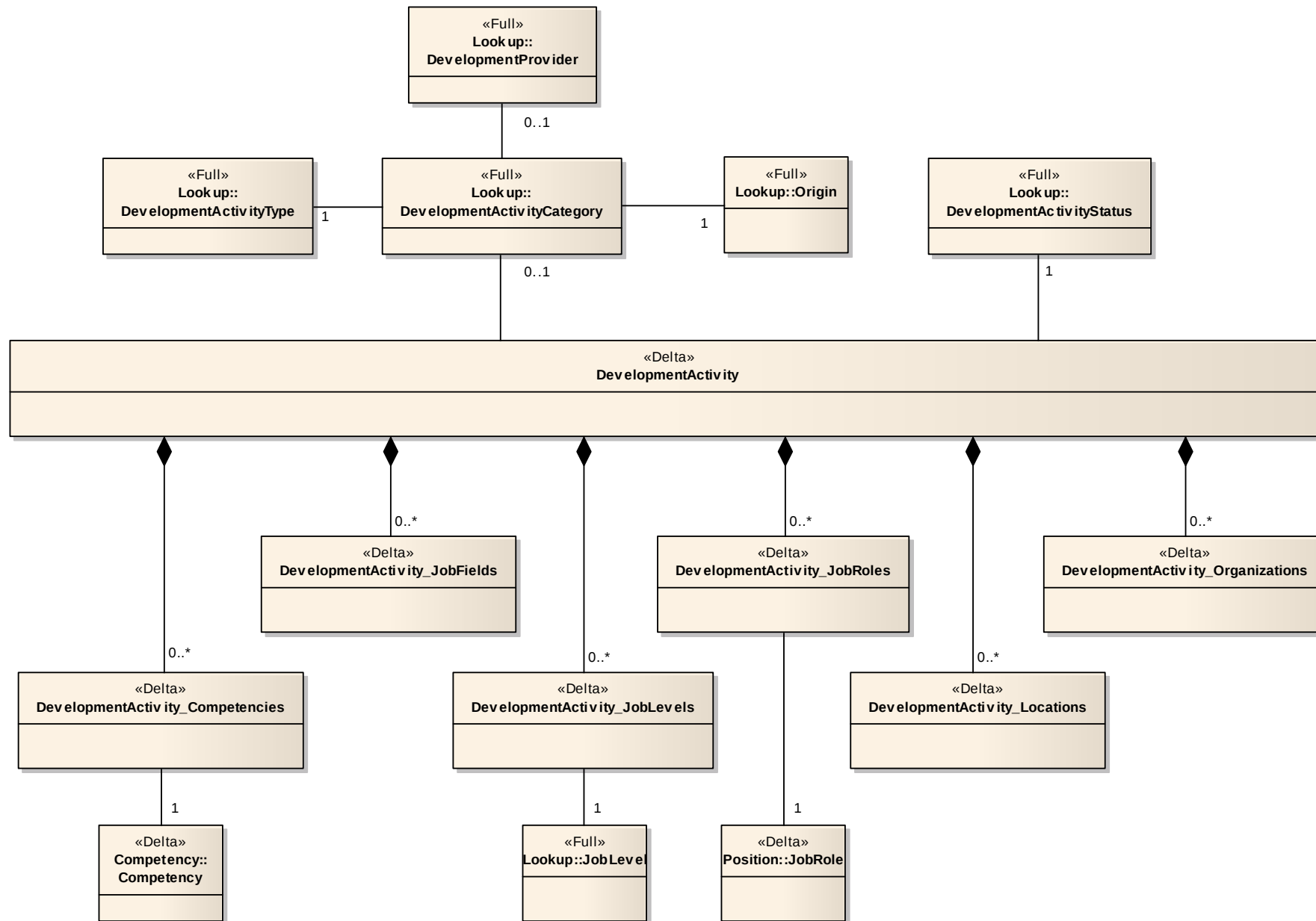
4.3.2.10 DeletedSuccessionPlanOption – (Delta)

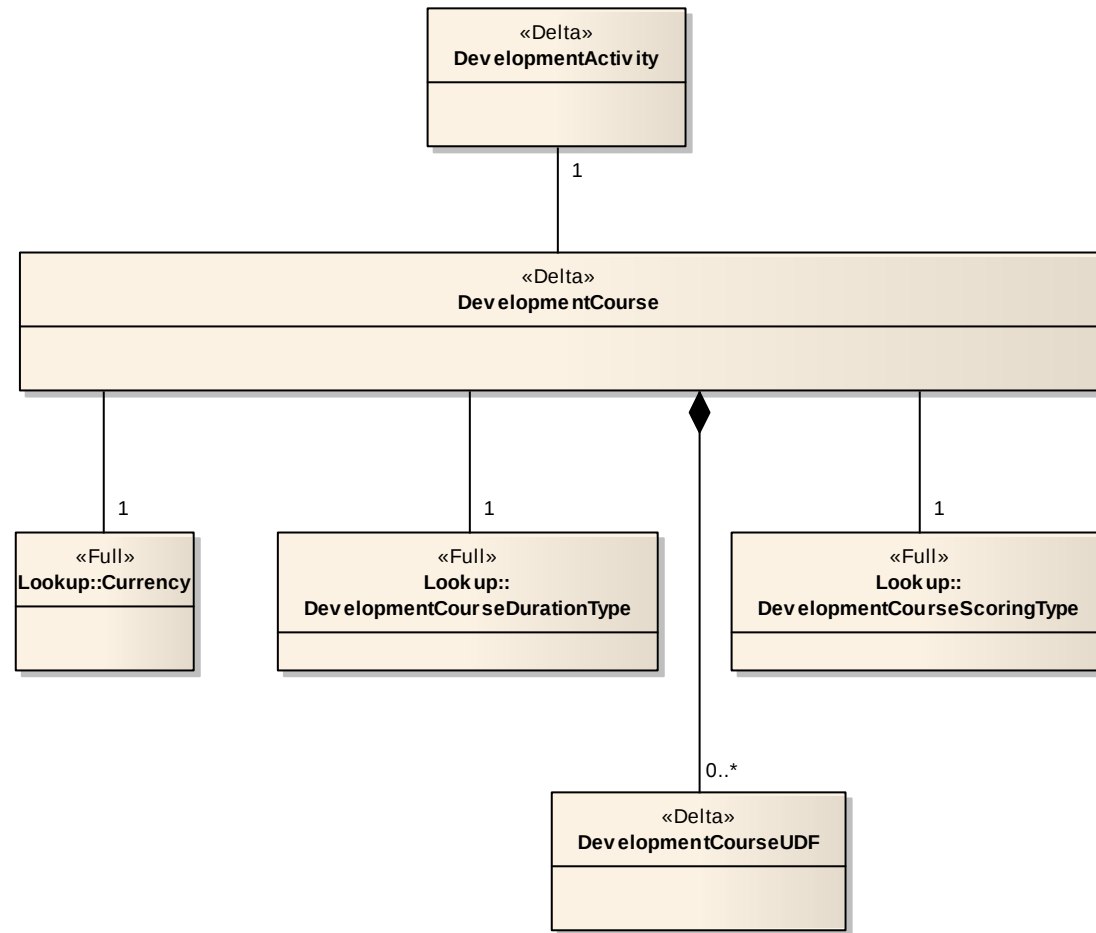
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	SuccessionPlanOption_Number	Number(18)	N	SuccessionPlanOption	Number	
2	ExecutionDate	DateTime	N			
Operation		Criteria				Comments

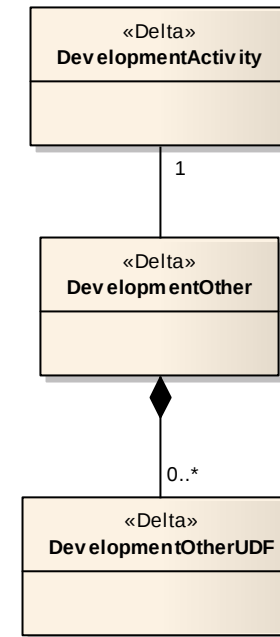
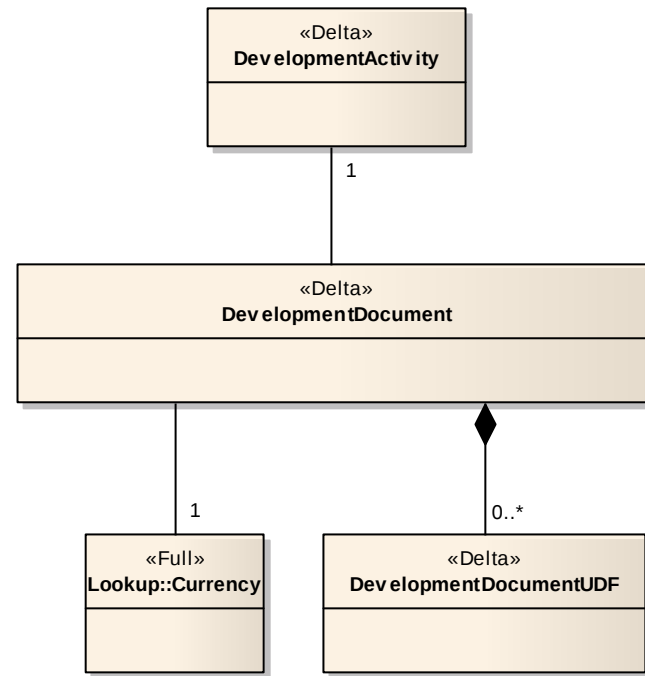
Delete	None	
Insert	Matching primary key	

4.3.3 DevelopmentPlan









4.3.3.1 DevelopmentActivity – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AvgRating	Number	Y			
3	Code	Char(50)	N			
4	Description	Char(4000)	Y			
5	LastModifiedDate	DateTime	N			
6	Name	Char(200)	Y			
7	Author_Number	Number(18)	Y	User	UserNo	
8	DevActivityCategory_Number	Number(18)	Y	DevelopmentActivityCategory	Number	
9	Status_Number	Number(18)	N	DevelopmentActivityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Macthing primary key				

4.3.3.2 DevelopmentActivity_Competencies – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	Competency_Number	Number(18)	N	Competency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_Competencies = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.3 DevelopmentActivity_JobFields – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	JobField_Number	Number(18)	N	JobField	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_JobFields = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.4 DevelopmentActivity_JobLevels – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	JobLevel_Number	Number(18)	N	JobLevel	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_JobLevels = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.5 DevelopmentActivity_JobRoles – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	JobRole_Number	Number(18)	N	JobRole	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_JobRoles = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.6 DevelopmentActivity_Locations – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	Location_Number	Number(18)	N	Location	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_Locations = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.7 DevelopmentActivity_Organizations – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentActivity_Number	Number(18)	N	DevelopmentActivity	Number	
2	Organization_Number	Number(18)	N	Organization	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentActivity_Organizations = SOURCE. DevelopmentActivity.Number				
Insert		All				

4.3.3.8 DevelopmentCourse – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Cost	Number	Y			
3	Duration	Number	Y			
4	EndDate	DateTime	Y			
5	EquivalentTitles	Char(1000)	Y			
6	ExternalID	Char(1000)	Y			
7	ID	Char(1000)	Y			
8	Institution	Char(1000)	Y			
9	Language	Char(30)	Y			
10	LastModifiedDate	DateTime	N			
11	Location	Char(1000)	Y			
12	Objective	Char(1000)	Y			
13	Prerequisites	Char(1000)	Y			
14	StartDate	DateTime	Y			
15	URL	Char(1000)	Y			
16	Activity_Number	Number(18)	N	DevelopmentActivity	Number	

17	Currency_Number	Number(18)	N	Currency	Number	
18	DevCourseDurationType_Number	Number(18)	N	DevelopmentCourseDurationType	Number	
19	DevCourseScoringType_Number	Number(18)	N	DevelopmentCourseScoringType	Number	
20	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Macthing primary key				

4.3.3.9 DevelopmentCourseUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentCourse_Number	Number(18)	N	DevelopmentCourse	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentCourseUDF = SOURCE. DevelopmentCourse.Number				
Insert		All				

4.3.3.10 DevelopmentDocument – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Author	Char(1000)	Y			
3	Cost	Number	Y			
4	ID	Char(1000)	Y			
5	ISBN	Char(1000)	Y			
6	Language	Char(30)	Y			
7	LastModifiedDate	DateTime	N			
8	Publisher	Char(1000)	Y			
9	URL	Char(1000)	Y			
10	Activity_Number	Number(18)	N	DevelopmentActivity	Number	
11	Currency_Number	Number(18)	N	Currency	Number	
12	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Macthing primary key				

4.3.3.11 DevelopmentDocumentUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentDocument_Number	Number(18)	N	DevelopmentDocument	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	

5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentDocumentUDF = SOURCE.DevelopmentDocument.Number				
Insert		All				

4.3.3.12 DevelopmentGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number	Y			
3	Category	Char(200)	Y			
4	ClosedDate	DateTime	Y			
5	Cost	Number	Y			
6	Credits	Number	Y			
7	Criticality	Number(5)	Y			
8	Description	Char(4000)	Y			
9	DisplaySequence	Number(5)	Y			
10	DueDate	DateTime	Y			
11	EndDate	DateTime	Y			
12	ExternalIdentifier	Char(1000)	Y			
13	ExternalOwnership	Boolean	N			
14	ExternalPartnerID	Char(100)	Y			
15	ExternalStatus	Char(400)	Y			
16	InitialValue	Number	Y			
17	LastModifiedDate	DateTime	N			
18	LastProgressUpdate	DateTime	Y			
19	Location	Char(400)	Y			
20	MeasurementText	Char(1000)	Y			
21	Name	Char(200)	Y			
22	PercentCompleted	Number	N			
23	PublicGoal	Boolean	N			
24	RevisedDate	DateTime	Y			
25	Score	Number	Y			
26	StartDate	DateTime	Y			
27	StretchValue	Number	N			
28	TargetValue	Number	Y			
29	AssignMode_Number	Number(18)	N	DevelopmentAssignMode	Number	
30	Currency_Number	Number(18)	Y	Currency	Number	
31	DevelopmentActivity_Number	Number(18)	Y	DevelopmentActivity	Number	
32	DevelopmentActivityType_Number	Number(18)	N	DevelopmentActivityType	Number	
33	DevelopmentGoalState_Number	Number(18)	N	DevelopmentGoalState	Number	
34	DevelopmentPlan_Number	Number(18)	N	DevelopmentPlan	Number	

35	Employee_Number	Number(18)	N	Employee	Number	
36	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
37	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
38	GoalType_Number	Number(18)	N	GoalType	Number	
39	TimeZone_Number	Number(18)	Y	TaleoTimeZone	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentGoal.Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number				
Insert/Update		Macthing primary key				

4.3.3.13 DevelopmentGoalComment – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Comment	Char(4000)	Y			
3	Date	DateTime	N			
4	Author_Number	Number(18)	N	Employee	Number	
5	Goal_Number	Number(18)	N	DevelopmentGoal	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentGoalComment.DevelopmentGoal_Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number				
Delete		Where TARGET.DevelopmentGoalComment.DevelopmentGoal_Number = SOURCE.DevelopmentGoal.Number				
Insert		All				

4.3.3.14 DevelopmentGoal_Competencies – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentGoal_Number	Number(18)	N	DevelopmentGoal	Number	
2	Competency_Number	Number(18)	N	Competency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentGoal_Competencies.DevelopmentGoal_Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number				
Delete		Where TARGET.DevelopmentGoal_Competencies.DevelopmentGoal_Number = SOURCE.DevelopmentGoal.Number				
Insert		All				

4.3.3.15 DevelopmentGoal_EmployeeGoals – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentGoal_Number	Number(18)	N	DevelopmentGoal	Number	
2	EmployeeGoal_Number	Number(18)	N	EmployeeGoal	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentGoal_EmployeeGoals.DevelopmentGoal_Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number				
Delete		Where TARGET.DevelopmentGoal_EmployeeGoals.DevelopmentGoal_Number = SOURCE.DevelopmentGoal.Number				
Insert		All				

4.3.3.16 DevelopmentGoal_JobRoles – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentGoal_Number	Number(18)	N	DevelopmentGoal	Number	
2	JobRole_Number	Number(18)	N	JobRole	Number	
Operation	Criteria					Comments
Delete	Where TARGET.DevelopmentGoal_JobRoles.DevelopmentGoal_Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number					
Delete	Where TARGET.DevelopmentGoal_JobRoles.DevelopmentGoal_Number = SOURCE.DevelopmentGoal.Number					
Insert	All					

4.3.3.17 DevelopmentGoal_SucessionOptions – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentGoal_Number	Number(18)	N	DevelopmentGoal	Number	
2	SuccessionOption_Number	Number(18)	N	SuccessionOption	Number	
Operation	Criteria					Comments
Delete	Where TARGET.DevelopmentGoal_SucessionOptions.DevelopmentGoal_Number = SOURCE.DeletedDevelopmentGoal.DevelopmentGoal_Number					
Delete	Where TARGET.DevelopmentGoal_SucessionOptions.DevelopmentGoal_Number = SOURCE.DevelopmentGoal.Number					
Insert	All					

4.3.3.18 DevelopmentOther – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ID	Char(1000)	Y			
3	Language	Char(30)	Y			
4	LastModifiedDate	DateTime	N			
5	URL	Char(1000)	Y			
6	Activity_Number	Number(18)	N	DevelopmentActivity	Number	
7	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Macthing primary key					

4.3.3.19 DevelopmentOtherUDF – (Delta)

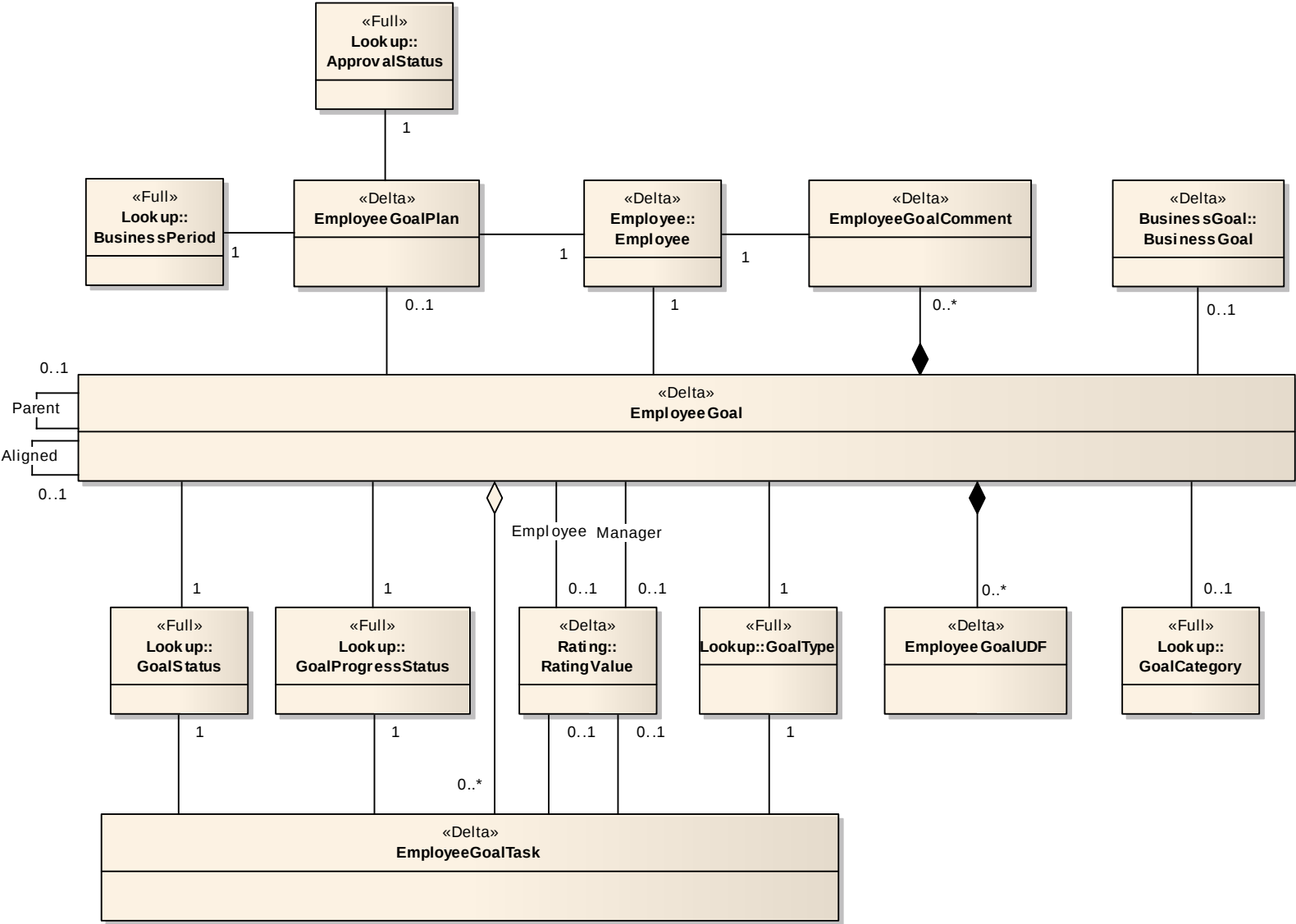
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	DevelopmentOther_Number	Number(18)	N	DevelopmentOther	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation	Criteria					Comments

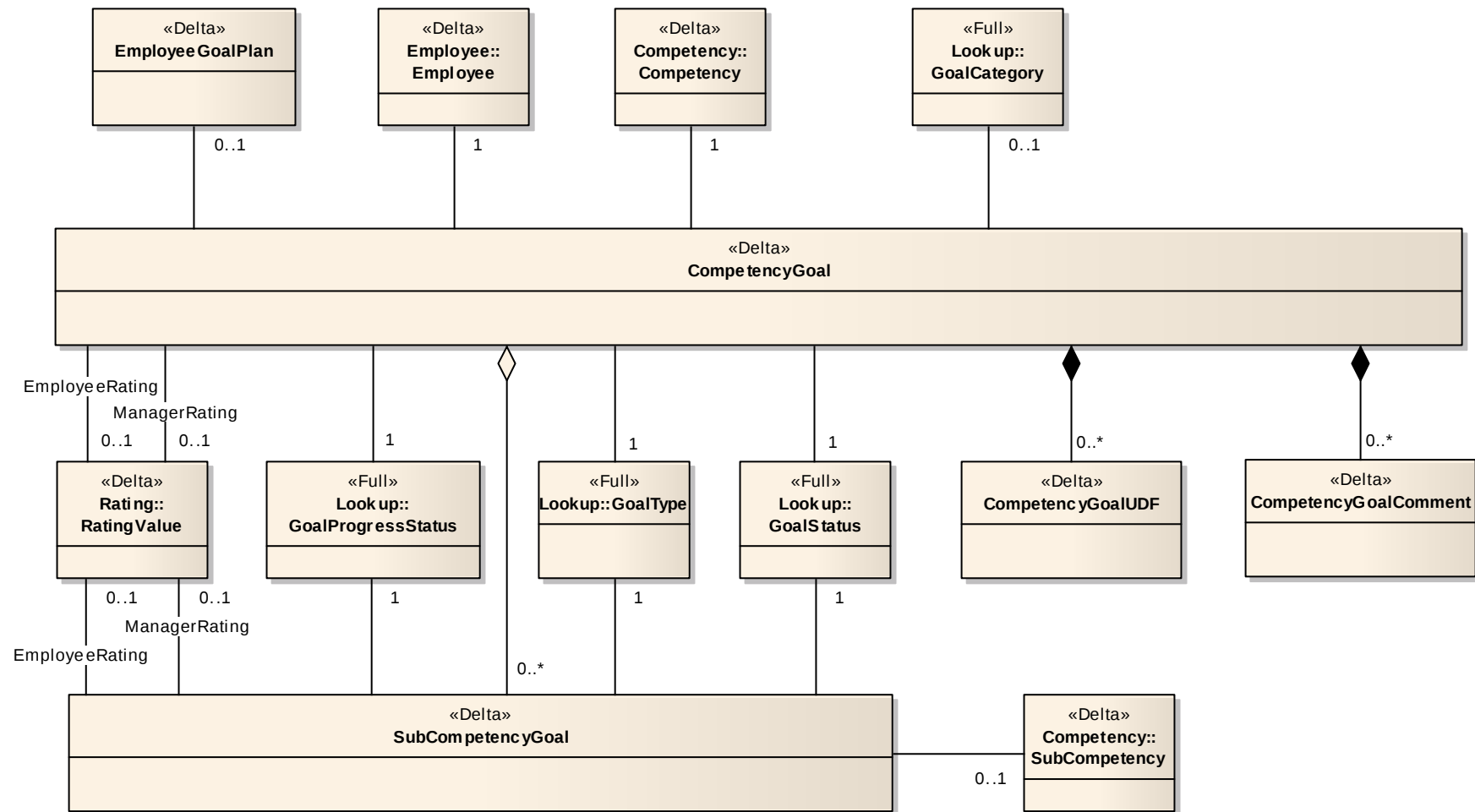
Delete	Where TARGET.DevelopmentOtherUDF = SOURCE.DevelopmentOther.Number	
Insert	All	

4.3.3.20 DevelopmentPlan – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	LastApprovalDate	DateTime	Y			
3	LastApprovalStatusChangeDate	DateTime	Y			
4	LastModifiedDate	DateTime	N			
5	Name	Char(200)	Y			
6	OverallProgress	Number	Y			
7	StartDate	DateTime	Y			
8	TargetDate	DateTime	Y			
9	ApprovalStatus_Number	Number(18)	N	ApprovalStatus	Number	
10	Employee_Number	Number(18)	N	Employee	Number	
Operation		Criteria				Comments
Delete		Where TARGET.DevelopmentPlan.Number = SOURCE.DeletedDevelopmentPlan.DevelopmentPlan_Number				
Insert/Update		Macthing primary key				

4.3.4 EmployeeGoalPlan





4.3.4.1 CompetencyGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number	Y			
3	Criticality	Number(18)	Y			
4	Description	Char(1000)	Y			
5	DueDate	DateTime	Y			
6	ExternalIdentifier	Char(100)	Y			
7	ExternalOwnership	Boolean	N			
8	IncludeInReview	Boolean	Y			
9	InitialValue	Number	Y			
10	LastModifiedDate	DateTime	N			
11	LastProgressUpdate	DateTime	Y			
12	MeasurementText	Char(1000)	Y			
13	Name	Char(200)	Y			
14	PercentCompleted	Number	N			
15	PublicGoal	Boolean	N			
16	RevisedDate	DateTime	Y			
17	StartDate	DateTime	Y			
18	StretchValue	Number	Y			
19	TargetValue	Number	Y			
20	Weight	Number(18)	Y			
21	Competency_Number	Number(18)	N	Competency	Number	
22	Employee_Number	Number(18)	N	Employee	Number	
23	EmployeeGoalPlan_Number	Number(18)	Y	EmployeeGoalPlan	Number	
24	EmployeeRatingValue_Number	Number(18)	Y	RatingValue	Number	
25	GoalCategory_Number	Number(18)	Y	GoalCategory	Number	
26	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
27	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
28	GoalType_Number	Number(18)	N	GoalType	Number	
29	ManagerRatingValue_Number	Number(18)	Y	RatingValue	Number	
Operation		Criteria				Comments
Delete		Where TARGET.CompetencyGoal.Number = SOURCE.DeletedCompetencyGoal.CompetencyGoal_Number				
Insert/Update		Macthing primary key				

4.3.4.2 CompetencyGoalComment – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Comment	Char(4000)	Y			
3	Date	DateTime	N			
4	Author_Number	Number(18)	N	Employee	Number	
5	Goal_Number	Number(18)	N	Competency Goal	Number	

Operation	Criteria	Comments
Delete	Where TARGET.CompetencyGoalComment.CompetencyGoal_Number = SOURCE.DeletedCompetencyGoal.CompetencyGoal_Number	
Delete	Where TARGET.CompetencyGoalComment.CompetencyGoal_Number = SOURCE.CompetencyGoal.Number	
Insert	All	

4.3.4.3 CompetencyGoalUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	CompetencyGoal_Number	Number(18)	N	CompetencyGoal	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation	Criteria					Comments
Delete	Where TARGET.CompetencyGoalUDF.CompetencyGoal_Number = SOURCE.DeletedCompetencyGoal.CompetencyGoal_Number					
Delete	Where TARGET.CompetencyGoalUDF.CompetencyGoal_Number = SOURCE.CompetencyGoal.Number					
Insert	All					

4.3.4.4 EmployeeGoal – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number	Y			
3	Criticality	Number(18)	Y			
4	Description	Char(1000)	Y			
5	DueDate	DateTime	Y			
6	ExternalIdentifier	Char(100)	Y			
7	ExternalOwnership	Boolean	N			
8	IncludeInReview	Boolean	Y			
9	InitialValue	Number	Y			
10	LastModifiedDate	DateTime	N			
11	LastProgressUpdate	DateTime	Y			
12	MeasurementText	Char(1000)	Y			
13	Name	Char(200)	Y			
14	PercentCompleted	Number	N			
15	PublicGoal	Boolean	N			
16	RevisedDate	DateTime	Y			
17	StartDate	DateTime	Y			
18	StretchValue	Number	Y			
19	TargetValue	Number	Y			
20	Weight	Number(10)	Y			
21	AlignedEmployeeGoal_Number	Number(18)	Y	EmployeeGoal	Number	
22	BusinessGoal_Number	Number(18)	Y	BusinessGoal	Number	
23	Employee_Number	Number(18)	N	Employee	Number	

24	EmployeeGoalPlan_Number	Number(18)	Y	EmployeeGoalPlan	Number	
25	EmployeeRatingValue_Number	Number(18)	Y	RatingValue	Number	
26	GoalCategory_Number	Number(18)	Y	GoalCategory	Number	
27	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
28	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
29	GoalType_Number	Number(18)	N	GoalType	Number	
30	ManagerRatingValue_Number	Number(18)	Y	RatingValue	Number	
31	ParentGoal_Number	Number(18)	Y	Employee Goal	Number	
Operation	Criteria					Comments
Delete	Where TARGET.EmployeeGoal.Number = SOURCE.DeletedEmployeeGoal.EmployeeGoal_Number					
Insert/Update	Machting primary key					

4.3.4.5 EmployeeGoalComment – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Comment	Char(4000)	Y			
3	Date	DateTime	N			
4	Author_Number	Number(18)	N	Employee	Number	
5	Goal_Number	Number(18)	N	Employee Goal	Number	
Operation	Criteria					Comments
Delete	Where TARGET.EmployeeGoalComment.EmployeeGoal_Number = SOURCE.DeletedEmployeeGoal.EmployeeGoal_Number					
Delete	Where TARGET.EmployeeGoalComment.EmployeeGoal_Number = SOURCE.EmployeeGoal.Number					
Insert	All					

4.3.4.6 EmployeeGoalPlan – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Description	Char(1000)	Y			
3	LastApprovalDate	DateTime	Y			
4	LastApprovalStatusChangeDate	DateTime	Y			
5	LastModifiedDate	DateTime	N			
6	Name	Char(100)	Y			
7	ApprovalStatus_Number	Number(18)	N	ApprovalStatus	Number	
8	BusinessPeriod_Number	Number(18)	Y	BusinessPeriod	Number	
9	Employee_Number	Number(18)	N	Employee	Number	
Operation	Criteria					Comments
Delete	Where TARGET.EmployeeGoalPlan.Number = SOURCE.DeletedEmployeeGoalPlan.EmployeeGoalPlan_Number					
Insert/Update	Machting primary key					

4.3.4.7 EmployeeGoalTask – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number(10)	Y			

3	Criticality	Number(10)	Y			
4	Description	Char(1000)	Y			
5	DueDate	DateTime	Y			
6	ExternalIdentifier	Char(100)	Y			
7	InitialValue	Number	Y			
8	LastModifiedDate	DateTime	N			
9	LastProgressUpdate	DateTime	Y			
10	MeasurementText	Char(1000)	Y			
11	Name	Char(200)	Y			
12	PercentCompleted	Number	N			
13	PublicGoal	Boolean	N			
14	RevisedDate	DateTime	Y			
15	StartDate	DateTime	Y			
16	StretchValue	Number(10)	Y			
17	TargetValue	Number(10)	Y			
18	Weight	Number(10)	Y			
19	EmployeeGoal_Number	Number(18)	N	EmployeeGoal	Number	
20	EmployeeRatingValue_Number	Number(18)	Y	RatingValue	Number	
21	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
22	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
23	GoalType_Number	Number(18)	N	GoalType	Number	
24	ManagerRatingValue_Number	Number(18)	Y	RatingValue	Number	
Operation		Criteria				Comments
Delete		Where TARGET.EmployeeGoalTask. Number = SOURCE.DeletedEmployeeGoalTask.EmployeeGoalTask_Number				
Insert/Update		Matching primary key				

4.3.4.8 EmployeeGoalUDF – (Delta)

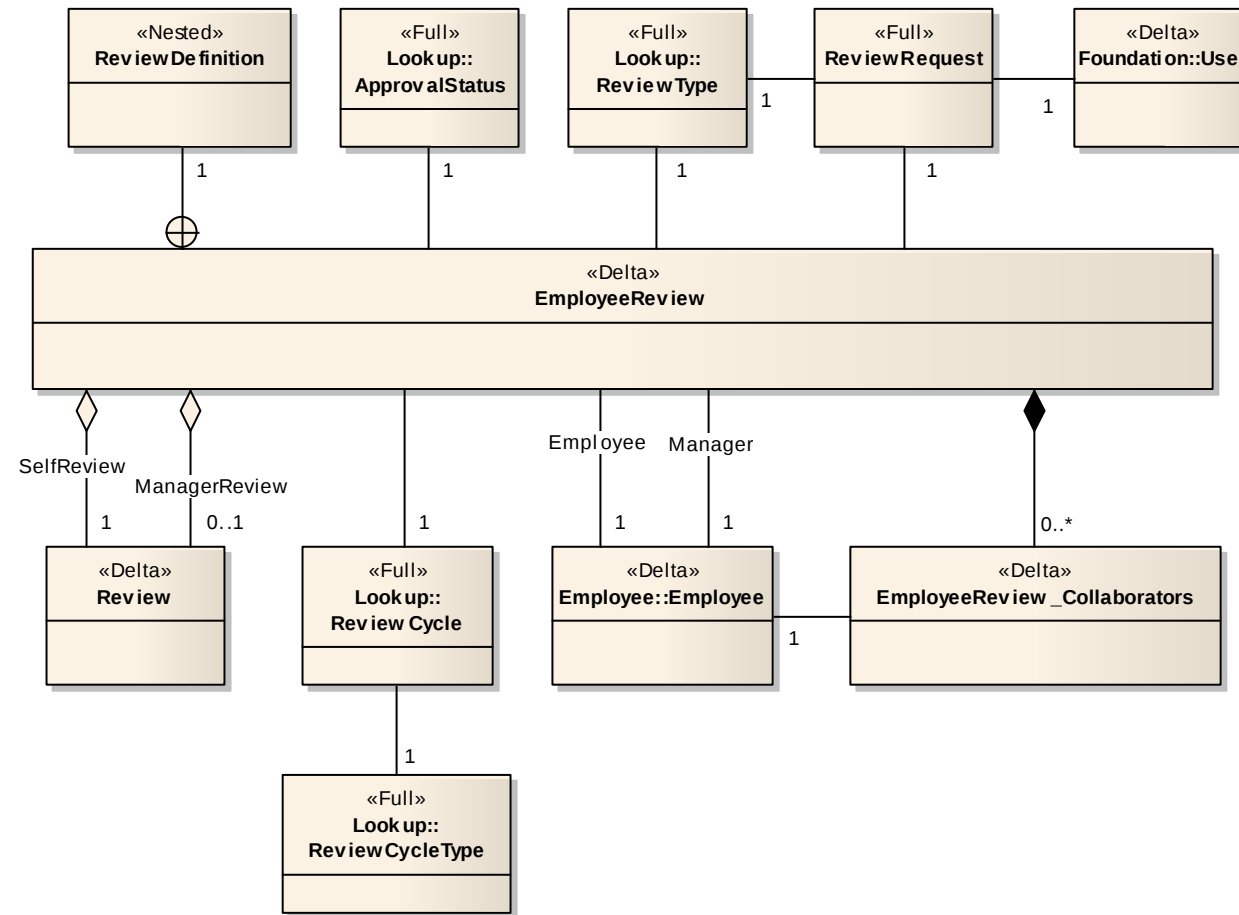
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	EmployeeGoal_Number	Number(18)	N	EmployeeGoal	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.EmployeeGoalUDF.EmployeeGoal_Number = SOURCE.DeletedEmployeeGoal.EmployeeGoal_Number				
Delete		Where TARGET.EmployeeGoalUDF.EmployeeGoal_Number = SOURCE.EmployeeGoal.Number				
Insert		All				

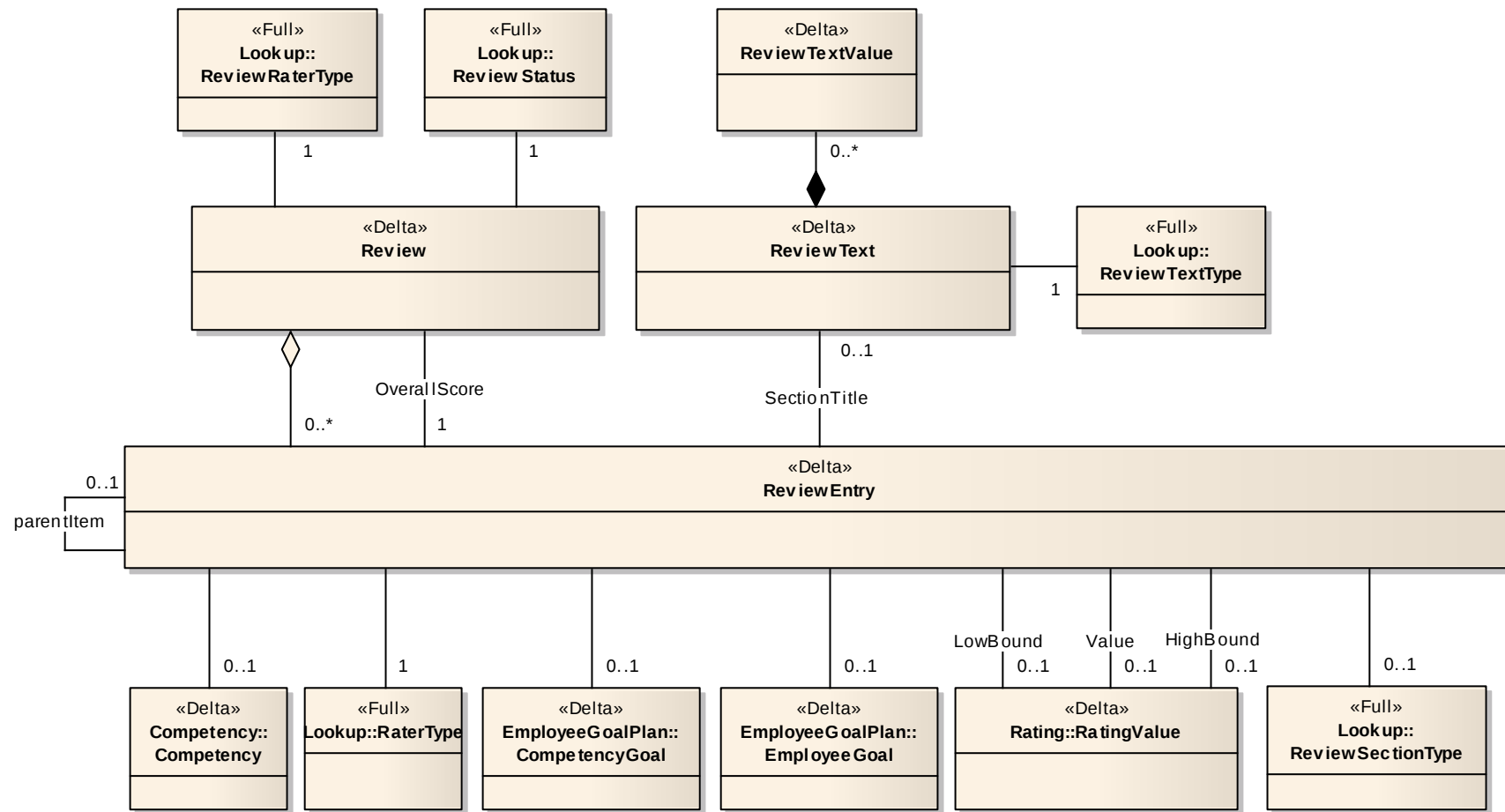
4.3.4.9 SubCompetencyGoal – (Delta)

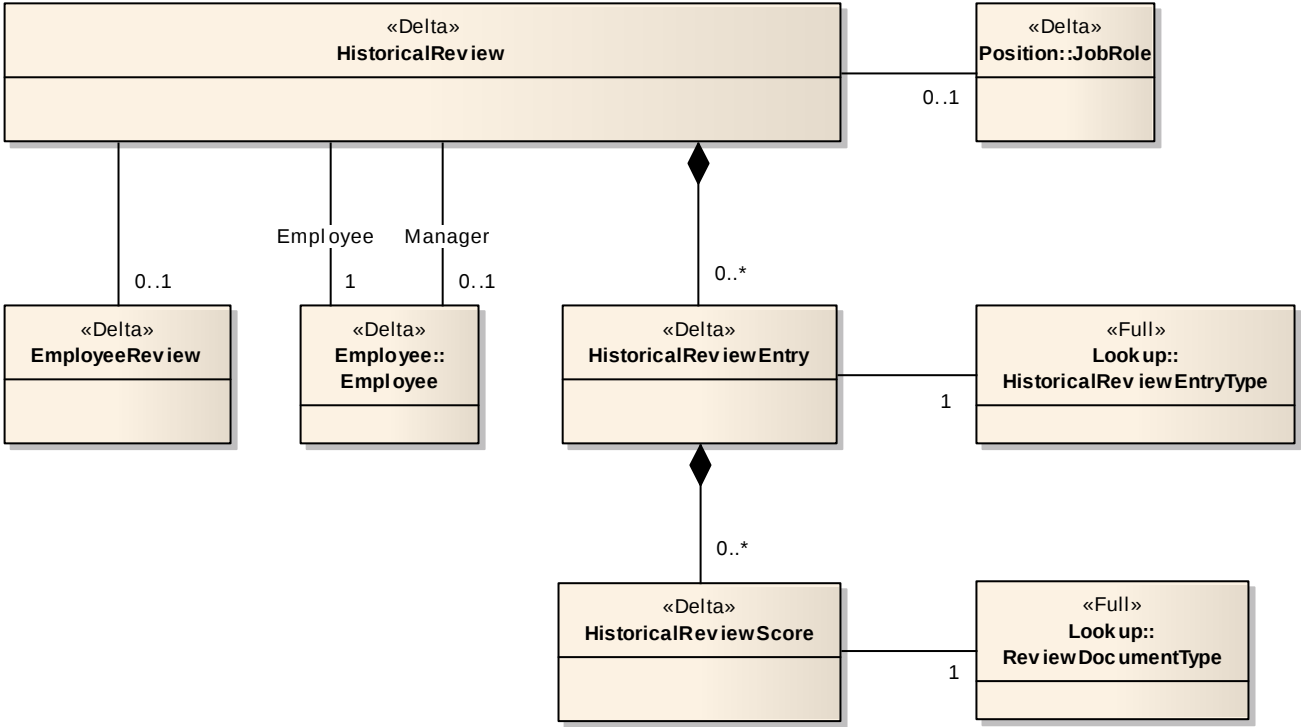
Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ActualValue	Number	N			
3	Criticality	Number(18)	Y			

4	Description	Char(1000)	Y			
5	DueDate	DateTime	Y			
6	ExternalIdentifier	Char(100)	Y			
7	InitialValue	Number	Y			
8	LastModifiedDate	DateTime	N			
9	LastProgressUpdate	DateTime	Y			
10	MeasurementText	Char(1000)	Y			
11	Name	Char(200)	Y			
12	PercentCompleted	Number	N			
13	PublicGoal	Boolean	N			
14	RevisedDate	DateTime	Y			
15	StartDate	DateTime	Y			
16	StretchValue	Number	Y			
17	TargetValue	Number	Y			
18	Weight	Number(18)	Y			
19	EmployeeRatingValue_Number	Number(18)	Y	RatingValue	Number	
20	Goal_Number	Number(18)	N	CompetencyGoal	Number	
20	GoalProgressStatus_Number	Number(18)	N	GoalProgressStatus	Number	
21	GoalStatus_Number	Number(18)	N	GoalStatus	Number	
22	GoalType_Number	Number(18)	N	GoalType	Number	
23	ManagerRatingValue_Number	Number(18)	Y	RatingValue	Number	
24	SubCompetency_Number	Number(18)	Y	SubCompetency	Number	
Operation		Criteria				Comments
Delete		Where TARGET.SubCompetencyGoal. Number = SOURCE.DeletedSubCompetencyGoal.SubCompetencyGoal_Number				
Insert/Update		Matching primary key				

4.3.5 EmployeeReview







4.3.5.1 EmployeeReview – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	EndDate	DateTime	Y			
3	LastApprovalStatusChangeDate	DateTime	Y			
4	LastModifiedDate	DateTime	N			
5	StartDate	DateTime	Y			
6	ApprovalStatus_Number	Number(18)	N	ApprovalStatus	Number	
7	Employee_Number	Number(18)	N	Employee	Number	
8	Manager_Number	Number(18)	N	Employee	Number	
9	ManagerReview_Number	Number(18)	Y	Review	Number	
10	ReviewCycle_Number	Number(18)	N	ReviewCycle	Number	
11	ReviewDefinitionCode	Char(50)	N			
12	ReviewDefinitionName	Char(200)	N			

13	ReviewRequest_Number	Number(18)	N	ReviewRequest	Number	
14	SelfReview_Number	Number(18)	N	SelfReview	Number	
15	Type_Number	Number(18)	N	ReviewType	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Machting primary key				

4.3.5.2 EmployeeReview_Collaborators – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	EmployeeReview_Number	Number(18)	N	EmployeeReview	Number	
2	Collaborator_Number	Number(18)	N	Employee	Number	
Operation		Criteria				Comments
Delete		Where TARGET.EmployeeReview_Collaborators.EmployeeReview_Number = SOURCE.EmployeeReview.Number				
Insert		All				

4.3.5.3 HistoricalReview – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	EffectiveDate	Date	N			
3	MostRecent	Boolean	Y			
4	OverallNormalizedScore	Number	Y			
5	OverallScoreHigh	Number	Y			
6	OverallScoreLabel	Char(100)	Y			
7	OverallScoreLow	Number	Y			
8	OverallScoreNumericalValue	Number	Y			
9	OverallScoreSelfEvalNumericalValue	Number	Y			
10	OverallScoreSelfEvaluationLabel	Char(100)	Y			
11	OverallScoreSelfEvaluationValue	Number	Y			
12	OverallScoreValue	Number	Y			
13	PeriodEndDate	Date	Y			
14	PeriodStartDate	Date	Y			
15	Employee_Number	Number(18)	N	Employee	Number	
16	EmployeeReview_Number	Number(18)	Y	EmployeeReview	Number	
17	JobRole_Number	Number(18)	Y	JobRole	Number	
18	Manager_Number	Number(18)	Y	Employee	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Machting primary key				

4.3.5.4 HistoricalReviewEntry – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	RatingValueHigh	Number	Y			

3	RatingValueLow	Number	Y			
4	HistoricalReview_Number	Number(18)	N	HistoricalReview	Number	
5	Type_Number	Number(18)	N	HistoricalReviewEntryType	Number	
Operation		Criteria				Comments
Delete		Where TARGET.HistoricalReviewEntry.HistoricalReview_Number = SOURCE.HistoricalReview.Number				
Insert		All				

4.3.5.5 HistoricalReviewScore – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	NormalizedScore	Number	N			
3	RatingValue	Number	N			
4	RatingValueLabel	Char(400)	N			
5	Score	Number	N			
6	DocumentType_Number	Number(18)	N	ReviewDocumentType	Number	
7	Entry_Number	Number(18)	N	HistoricalReviewEntry	Number	
Operation		Criteria				Comments
Delete		Where TARGET.HistoricalReviewScore.Entry_Number = TARGET.HistoricalReviewEntry.Number And TARGET.HistoricalReviewEntry.HistoricalReview_Number = SOURCE.HistoricalReview.Number				
Insert		All				

4.3.5.6 Review – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	AcknowledgedDate	DateTime	Y			
3	AcknowledgementComment	Char(4000)	Y			
4	AcknowledgementRequestedDate	DateTime	Y			
5	ApprovedDate	DateTime	Y			
6	CalibratedDate	DateTime	Y			
7	CancelledDate	DateTime	Y			
8	ClosedDate	DateTime	Y			
9	CreationDate	DateTime	N			
10	DraftDate	DateTime	Y			
11	FinalComment	Char(4000)	Y			
12	HistoryComment	Char(4000)	Y			
13	LastModifiedDate	DateTime	N			
14	ReleasedDate	DateTime	Y			
15	ReviewMeetingComment	Char(4000)	Y			
16	ReviewMeetingDate	DateTime	Y			
17	RevisedDate	DateTime	Y			
18	Validated	Boolean	N			
19	OverallScore_Number	Number(18)	N	ReviewEntry	Number	
20	RaterType_Number	Number(18)	N	ReviewRaterType	Number	

21	Status_Number	Number(18)	N	ReviewStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Maching primary key				

4.3.5.7 ReviewEntry – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Comment	Char(4000)	Y			
3	IsItem	Boolean	N			
4	IsSection	Boolean	N			
5	ItemTitle	Char(4000)	Y			
6	LastModifiedDate	DateTime	N			
7	NotApplicable	Boolean	N			
8	OverriddenScore	Number	Y			
9	Score	Number	Y			
10	Competency_Number	Number(18)	Y	Competency	Number	
11	CompetencyGoal_Number	Number(18)	Y	CompetencyGoal	Number	
12	EmployeeGoal_Number	Number(18)	Y	EmployeeGoal	Number	
13	HighBound_Number	Number(18)	Y	RatingValue	Number	
14	LowBound_Number	Number(18)	Y	RatingValue	Number	
15	ParentItem_Number	Number(18)	Y	ReviewEntry	Number	
16	RatingValue_Number	Number(18)	Y	RatingValue	Number	
17	Review_Number	Number(18)	N	Review	Number	
18	SectionTitle_Number	Number(18)	Y	ReviewText	Number	
19	SectionType_Number	Number(18)	Y	ReviewSectionType	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Maching primary key				

4.3.5.8 ReviewRequest – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	EmployeeEvalTaskAssignmentDate	DateTime	Y			
4	EndReviewPeriod	DateTime	Y			
5	Name	Char(200)	Y			
6	ReviewAssignmentDate	DateTime	Y			
7	SelfEvalTaskAssignmentDate	DateTime	Y			
8	StartReviewPeriod	DateTime	Y			
9	ReviewReqProcessOwner_UserNo	Number(18)	N	User	UserNo	
10	Status_Number	Number(18)	N	AdminEntityStatus	Number	
11	Type_Number	Number(18)	N	ReviewType	Number	

Operation	Criteria	Comments
Delete	None	
Insert/Update	Macthing primary key	

4.3.5.9 ReviewText – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	CreationDate	DateTime	N			
4	LastModifiedDate	DateTime	N			
5	Name	Char(200)	Y			
6	Visible	Boolean	N			
7	DefaultContxdTextValue_Number	Number(18)	N	ReviewTextValue	Number	
8	Status_Number	Number(18)	N	AdminEntityStatus	Number	
9	Type_Number	Number(18)	N	ReviewTextType	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Macthing primary key					

4.3.5.10 ReviewTextValue – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	ContextualizedTextValue	Char(4000)	Y			
3	ReviewText_Number	Number(18)	N	ReviewText	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Macthing primary key					

4.3.6 Lookup

4.3.6.1 BusinessPeriod – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	EndDate	DateTime	Y			
5	StartDate	DateTime	Y			
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.2 BusinessTheme – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(1000)	Y			
4	Name	Char(200)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.3 DevelopmentActivityCategory – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Name	Char(200)	Y			
4	Description	Char(1000)	Y			
5	DevelopmentActivityType_Number	Number(18)	N	DevelopmentActivityType	Number	
6	DevelopmentProvider_Number	Number(18)	Y	DevelopmentProvider	Number	
7	ObjectOrigin_Number	Number(18)	N	Origin	Number	
8	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.4 DevelopmentActivityStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.5 DevelopmentActivityType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.6 DevelopmentAssignMode – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.7 DevelopmentCourseDurationType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.8 DevelopmentCourseScoringType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			

Operation	Criteria	Comments
Delete	None	
Insert/Update	Matching primary key	

4.3.6.9 DevelopmenGoalState – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.3.6.10 DevelopmentProvider – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(1000)	Y			
4	Name	Char(200)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.3.6.11 GoalCategory – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(50)	N			
3	Description	Char(1000)	Y			
4	Name	Char(200)	Y			
5	Status_Number	Number(18)	N	AdminEntityStatus	Number	
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.3.6.12 GoalProgressStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation	Criteria					Comments
Delete	None					

Insert/Update	Matching primary key	
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4.3.6.13 GoalStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.14 GoalType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.15 HistoricalReviewEntryType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.16 MatchStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.17 ReviewCycle – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			

2	Code	Char(50)	N			
3	EndReviewCyclePeriod	DateTime	N			
4	Name	Char(200)	Y			
5	StartReviewCyclePeriod	DateTime	N			
6	Status_Number	Number(18)	N	AdminEntityStatus	Number	
7	Type_Number	Number(18)	N	ReviewCycleType	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.18 ReviewCycleType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.19 ReviewDocumentType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.20 ReviewRaterType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.6.21 ReviewSectionType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			

Operation	Criteria	Comments
Delete	None	
Insert/Update	Matching primary key	

4.3.6.22 ReviewStatus – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

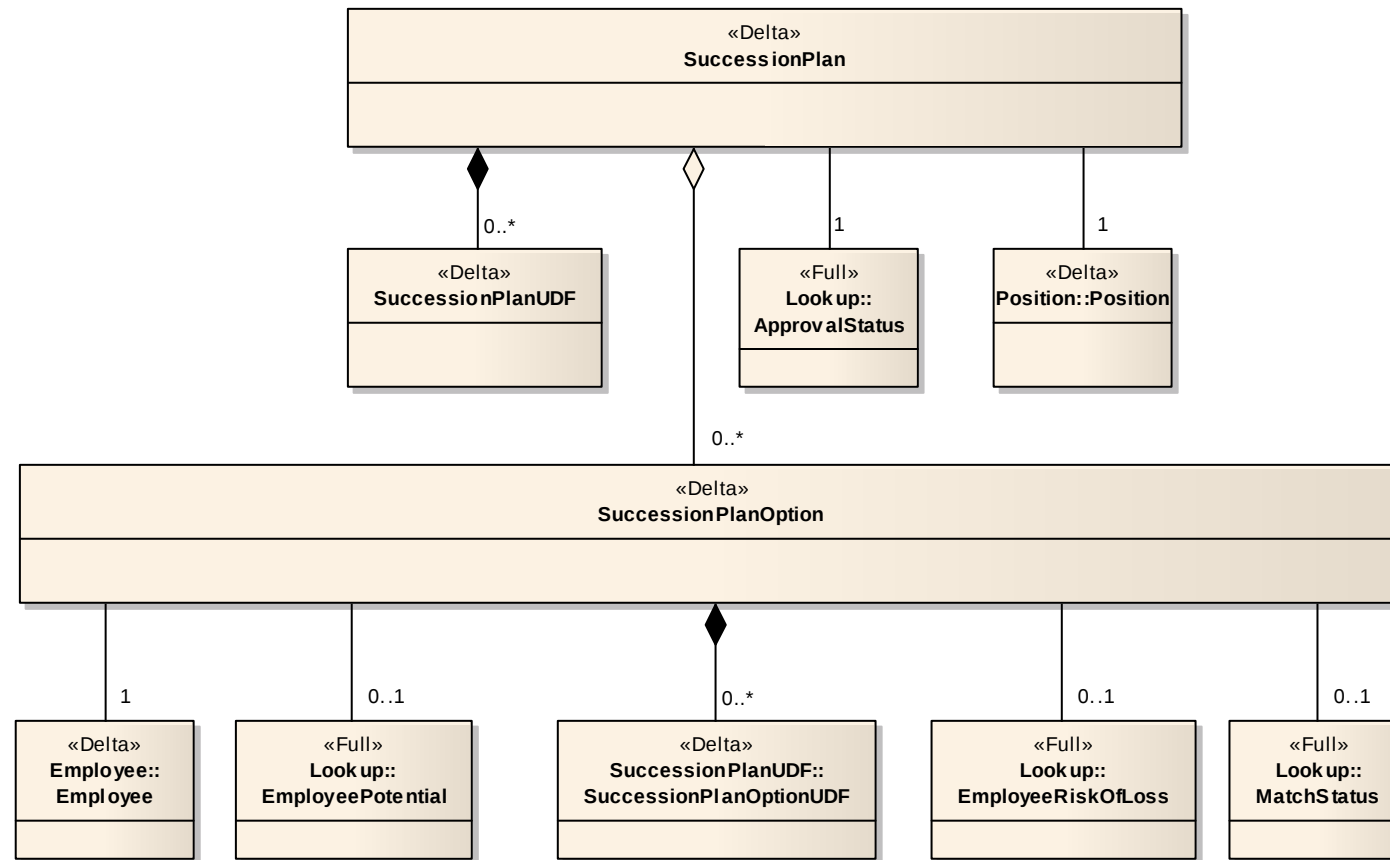
4.3.6.23 ReviewTextType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.3.6.24 ReviewType – (Full)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	Code	Char(200)	N			
3	Description	Char(200)	Y			
Operation	Criteria					Comments
Delete	None					
Insert/Update	Matching primary key					

4.3.7 SuccessionPlan



4.3.7.1 SuccessionPlan – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	LastApprovalDate	DateTime	Y			
3	LastApprovalStatusChangeDate	DateTime	Y			
4	LastModifiedDate	DateTime	N			
5	ApprovalStatus_Number	Number(18)	N	ApprovalStatus	Number	
6	Position_Number	Number(18)	N	Position	Number	
Operation		Criteria				Comments
Delete		None				
Insert/Update		Matching primary key				

4.3.7.2 SuccessionPlanUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	SuccessionPlan_Number	Number(18)	N	SuccessionPlan	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.SuccessionPlanUDF.SuccessionPlan_Number = SOURCE.SuccessionPlan.Number				
Insert		All				

4.3.7.3 SuccessionPlanOption – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	Number	Number(18)	N			
2	EmergencyReplacement	Boolean	N			
3	LastModifiedDate	DateTime	N			
4	PerformanceCompetencyRating	Number	Y			
5	PerformanceGoalRating	Number	Y			
6	PerformanceRating	Number	Y			
7	PromotabilityReadiness	Number(18)	Y			
8	ReadinessEnd	Number(18)	Y			
9	ReadinessSetDate	DateTime	Y			
10	ReadinessStart	Number(18)	Y			
11	Sequence	Number(10)	N			
12	YearsInIndustry	Number(18)	Y			
13	YearsOfManagementExperience	Number(10)	Y			
14	Candidate_Number	Number(18)	N	Candidate	Number	
15	Employee_Number	Number(18)	N	Employee	Number	

16	EmployeePotential_Number	Number(18)	Y	EmployeePotential	Number	
17	EmployeeRiskOfLoss_Number	Number(18)	Y	EmployeeRiskOfLoss	Number	
18	MatchStatus_Number	Number(18)	Y	MatchStatus	Number	
19	SuccessionPlan_Number	Number(18)	N	SuccessionPlan	Number	
Operation		Criteria				Comments
Delete		Where TARGET.SuccessionPlanOption. Number = SOURCE.DeletedSuccessionPlanOption.SuccessionPlanOption_Number				
Insert/Update		Matching primary key				

4.3.7.4 SuccessionPlanOptionUDF – (Delta)

Field No	Field Name	Type	Nullable	Reference Table	Reference Field	Comments
1	SuccessionPlanOption_Number	Number(18)	N	SuccessionPlanOption	Number	
2	UDFName	Char(765)	N			
3	Sequence	Number(5)	N			
4	CustomSelectionElement_Number	Number(18)	Y	CustomSelectionElement	Number	
5	Value	Char(4000)	Y			
Operation		Criteria				Comments
Delete		Where TARGET.SuccessionPlanOptionUDF.SuccessionPlanOption_Number = SOURCE.SuccessionPlanOption.Number				
Insert		All				

Appendix A. Differences with Taleo Data Dictionary

a) Table and field names were adjusted to 30 chars maximum, so match this constraint on most databases. For that purpose, the following shorthand names were used when necessary:

- Ackgmnt: Acknowledgement
- App: Application
- Apprv: Approval
- Assgmnt: Assignment
- AT: Application Tracking
- Bckgnd: Background
- Comp: Competency
- Contxd: Contextualized
- CSW: Candidate Selection Workflow
- Dev: Development
- EE: Employment Equity
- Emp: Employee
- Eval: Evaluation
- Ext: External
- Int: Internal
- Instn: Institution
- Intl: International
- Loc: Location
- Mngr: Manager
- Modif: Modification / Modified
- Nb: Number
- Occup: Occupation / Occupational
- Perf: Performance
- Presln: Preselection
- Pwd: Password
- Req: Requisition
- Reqd: Required / Requested
- Submisn: Submission
- UDF: User Defined Field
- UDS: User Defined Selection

- b) For standardization, the Number field was used as a key whenever possible. In some cases, this field is hidden and not visible in the Data Dictionary, but since it is auto-generated it makes the best overall key.
- c) The Number_ field is defined in some occasions instead of Number. This is a workaround in cases where TCC does not allow setting the Number alias. The “_” suffix can be ignored in the customer data model. The same situation applies to the field Date_ on some occasions.
- d) Foreign keys are named by the [relation name]_[field name].
- e) Relation tables were added to represent many to many relationships. Those are not explicit in the Data Dictionary, but are necessary to translate it into a relational model. Those are named by the [parent table name]_[child relation].
- f) UDF tables are not represented in the Data Dictionary. They are defined only in this model.
- g) For efficiency reasons, the following tables have been nested in their parent table. Nesting in those cases saves on the number of extracted records.

Nested table	Parent table
BackgroundCheckConsent	ProfileInformation

BackgroundCheckGeneral	Candidate
DriverLicense	Candidate
ElectronicSignature	ProfileInformation
EmployeeMetrics	Employee
PreselectionResults	Application
PrivacyStatement	ProfileInformation
ReviewDefinition	EmployeeReview
TalentUserPreferences	TalentUser
UserAccount	User
WorkCondition	Candidate
WorkLocation	Location