

Oracle Talent Acquisition Cloud System Design limitations in Capturing Diversity Information using Available forms in the North-America and using Information Block as Diversity Block

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Abstract: *In a world where diversity and inclusion are central to organizational success, addressing system design challenges for diversity forms within the Oracle Talent Acquisition Cloud system is paramount. This solution proposal, titled "Using Information Block as the Diversity Block," offers a strategic approach to meet the custom requirements specific to the North America Region. The proposal outlines a series of actionable steps to enhance the existing system, including the incorporation of multiple statements in the paragraph section of the Diversity Block, the utilization of delivered fields, creation of new custom fields, integration of these modifications into the application flow, and more. By following these meticulous steps, organizations can effectively adapt their diversity forms to accommodate. This proposal provides a comprehensive guide to navigate the intricate process, ensuring a seamless user experience and compliance with diversity and inclusion objectives.*

Keywords: Diversity forms, Oracle Talent Acquisition Cloud, Challenges, Diversity data collection, North-America External Career Portal

1. Introduction

Diversity forms are essential tools for the collection of vital demographic information, including gender and ethnicity, within the application process. They serve as foundational components in the promotion of diversity and inclusivity within organizational settings. Nevertheless, the current infrastructure of the North-America Career Portal encounters significant impediments when confronted with the ever-evolving demands of diversity data collection. This paper aims to delve into the intricacies of these challenges and present potential solutions for a more adaptable and inclusive system.

2. Diversity Forms: Definition and Significance

2.1 Understanding Diversity Forms

A diversity form serves as an indispensable instrument for capturing essential demographic data from applicants throughout the hiring process. This data, encompassing factors such as gender, ethnicity, and more, plays a pivotal role in aiding organizations in their pursuit of advancing diversity and fostering a culture of inclusion.

2.2 Significance of Diversity Forms

Diversity forms serve as vital tools that empower organizations to track, analyze, and execute strategies aimed at bolstering diversity and inclusivity within their ranks. These forms are pivotal not only for aligning with legal mandates but also for nurturing a workplace that thrives on diversity. Their importance extends to:

- **Strategic Insights:** Diversity forms provide organizations with invaluable data that informs strategic decisions. By tracking diversity metrics, organizations can make informed choices to enhance workforce diversity and create inclusive environments.
- **Compliance:** Compliance with legal requirements is a critical facet of diversity and inclusion efforts. Diversity forms ensure that organizations adhere to anti-discrimination laws and regulations, mitigating legal risks.
- **Benchmarking:** Organizations can benchmark their diversity progress against industry standards and peers. This enables them to identify areas for improvement and set realistic diversity goals.
- **Inclusive Culture:** The data collected through diversity forms helps organizations measure their progress toward fostering an inclusive culture. It informs initiatives that promote equality, equity, and diversity within the workplace.

In essence, diversity forms are not mere administrative documents but vital instruments that underpin an organization's commitment to diversity and inclusion, compliance with the law, and the pursuit of a more equitable and diverse workforce.

3. Oracle System Design Challenges

3.1 Limitations of Oracle Talent Acquisition Cloud

Within the architecture of the Oracle Talent Acquisition Cloud system, there exists a single EEO/Diversity form residing in the Recruiting module. However, this system is not without its pronounced challenges, marked by two key limitations:

Inability to Augment Content: One of the notable constraints is the system's inability to accommodate the addition of supplementary content to the existing form. This rigidity prevents the seamless inclusion of new data elements essential for evolving diversity data collection requirements.

Customization Challenges: While the system does offer support for the incorporation of custom questionnaires, the task of amalgamating these customized elements with the ever-evolving demands of diversity data collection into a unified and coherent form presents a substantial challenge. The customization process is beset with intricacies that must be carefully navigated. These limitations underscore the pressing need for innovative solutions that can surmount these hurdles and enable the effective adaptation of the system to the evolving landscape of diversity data collection.

4. Proposed Solutions

Adding Multiple Statements to the Paragraph Section in the Diversity Block:

In this step, you should incorporate multiple statements within the paragraph section of the Diversity Block. This will enable the accommodation of the custom requirements.

Utilizing the Delivered Fields in the Diversity Block:

Utilize the delivered fields provided and ensure their placement within the diversity block. This will facilitate the integration of essential data elements.

Creating New Custom Fields and Placement in the Diversity Block:

Consider the creation of new custom fields to capture specific data points aligned with the custom requirements. Ensure these fields are appropriately placed within the Diversity Block.

Incorporating the New Section within the Page: Add the newly created section to the relevant page as part of the form design process.

Integration into the Application Flow:

Include the modified form with the added Diversity Block and custom sections into the application flow to ensure a seamless user experience.

Step by Step Details:

Open Configuration > Career Section-Administration > Documents.

Select the PDF document that requires configuration.

Click on Field Binding and choose the Edit option.

Select the Diversity Form that corresponds to the current PDF Form. The available elements list contains all active Diversity forms.

Click on any field within the PDF form displayed.

A pop-up screen will appear, allowing you to select the Diversity question or candidate user-defined field (UDF) to associate with the chosen field.

Save the changes made.

Activate the PDF Form to ensure its availability for use.

Access Configuration > Career Section-Administration > Application Flows.

Choose the Application Flow utilized within the desired Career Section.

Edit the structure of the Application Flow, noting that it must be removed from all Career Sections and deactivated first.

Add the PDF Form block to the Application Flow, ensuring that the block occupies a dedicated page.

Save the changes made to the Application Flow.

Select the link associated with the PDF Form block and choose the appropriate document in the "Use this document in this application flow" property, specifying whether it is for Pre Offer or Post Offer purposes.

Save the changes to the Application Flow.

Activate the Application Flow to make it operational.

Select the Application Flow within the desired Career Section (s).

5. Conclusion

The proposed solution offers a comprehensive strategy to overcome the Oracle system design challenges associated with diversity forms, particularly in meeting the custom requirements. By following the step-by-step details outlined, organizations can enhance their diversity data collection processes efficiently and effectively. The addition of multiple statements within the paragraph section of the Diversity Block allows for flexibility in accommodating custom requirements, ensuring that the client requirements are met. Leveraging the delivered fields and creating new custom fields further enriches the diversity block, enabling organizations to capture and integrate essential data elements seamlessly. Moreover, the integration of the modified form into the application flow ensures a user-friendly experience, promoting efficiency and accuracy in data collection. By following these structured steps, organizations can align their diversity initiatives with specific requirements, enhance compliance, and foster inclusivity within their recruitment processes. It is crucial to recognize that adapting to evolving diversity needs is essential in today's dynamic workforce landscape. This proposed solution empowers organizations to proactively address these challenges, ultimately contributing to a more diverse and inclusive work environment. Incorporating these steps into Oracle Talent Acquisition Cloud system configurations can lead to a more streamlined and effective

diversity data collection process, enhancing an organization's ability to track and promote diversity within its workforce while maintaining compliance with existing systems and regulations.

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