



**HR-XML  
CONSORTIUM**

# **OMG SOA SIG Meeting**

**March 11, 2008, Washington, DC**

**Chuck Allen, Director, HR-XML**

# HR-XML in 2008

- “The recognized authority on, and leading source of, global interoperability standards for human resources management.”
- Now in its ninth year, but relatively young compared to peer organizations.
- Global – Broad interest in HR-XML in North America, Europe, Asia.
- Solid adoption across many sectors, but still much to be achieved.
- Beginning far-reaching re-architecture (our last in 2002). Known as “HR-XML 3.0”.

# HR-XML Scope

HR-XML covers many diverse sub-domains

## Recruiting

- Candidate
- Position Posting
  - Resume
- New Hire

## Staffing

- Staffing Order
- Assignment
  - Resume
- New Hire

## System Provisioning

- User Account
- Indicative Data

## Benefits

- Enrollment
- Savings Plan Enrollment
  - Stock Plans
  - Audits

## Payroll

- Payroll Benefits
  - Contributions
- Payroll Instructions
- Indicative Data

## Assessments

- Assessment Order
- Assessment Result
- Assessment Catalog
  - Catalog Query

## Background Check

- Screening Order
- Screening Report
  - Credit
- Drug Test Result

## Time

- Time Card
- Time Card Configuration

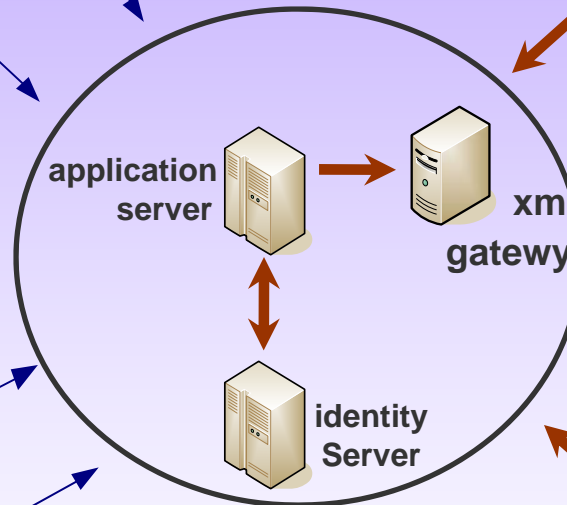
## Performance

- EPM Result
- Objectives Plan
- Development Plan

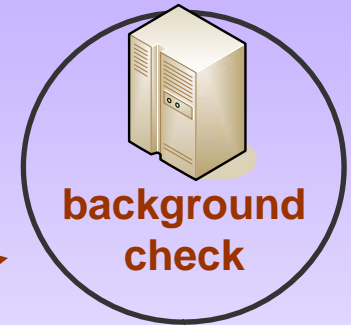
# HR in 2008: Distributed Services



Secure  
Access  
Via Web  
App



**Hosted Applicant  
Tracking Solution**



# Implications: SOA and HR

- “Outside-In” pattern common. – i.e., Many HR SOAs focused on the orchestration of HR services from outside providers.

Examples:

- Hiring processes
  - On-boarding processes
- Conversely, it is a priority for HR service providers to make their application functionality consumable as services to meet customer demands and to gain distribution channels.

# HR-XML 3.0

- In nearly 9 years, HR-XML has created as much across as many diverse domains in the same time span.
- Priorities:
  - Bringing our sprawling library into a unified model.
  - Enabling flexible reuse across that model (particularly around “employee” or “associated human resource”).
  - Putting in a consistent message architecture (OAGIS BODs).
  - Position for further change (everything from RESTful WS to syntaxes other than XML).
  - Process component definitions.
- HR-XML 3.0 helps answer areas of concern.

# HR-XML 2.\*



Assessment



CPO



Enrollment



Indicative



Metrics



NewHire



Payroll



PerformanceManagement



Screening



SEP



SIDES



StandAlone



Stock



TimeCard



ws



index.html  
HTML Document  
50 KB



license.txt  
Text Document  
2 KB

# Other 3.0 Goals

- Support interoperability with the major ERP/HRIS vendors (ADP, Lawson, Oracle, SAP).
- Align with approaches advanced by the Open Applications Group and UN/CEFACT.
- A stepping stone to something more genuinely model-driven (in HR-XML 4.0?).

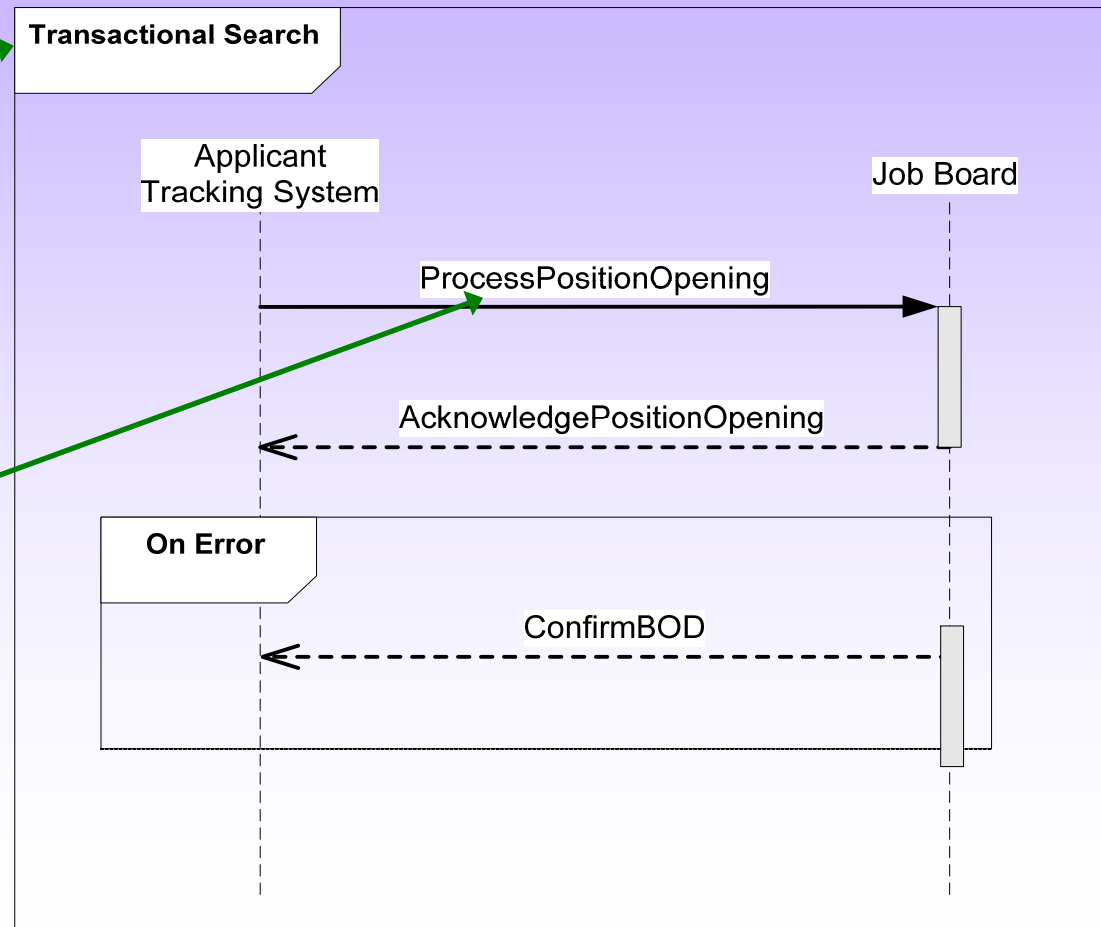
# What is a BOD?

- “Business Object Document.” A framework for creating messages.
- A combination of a Verb (Process, Update, etc.) and a Noun (e.g., TimeCard)
- Technology neutral (web services, messaging queing, ebXML, etc.)
- Application Area – “CreationDate” minimum required, optionally routing data.
- Data Area – Contains the verb and noun.

# What's In 3.0?

## Scenarios and “BODs”

- A “scenario” is a process description
  - Expressed in UML
  - Accompanying narrative in use case template
- “Business Object Documents” (BODs)



# Modeling: HR and SOA

- Information model:
  - HR is a surprisingly fragmented and diverse set of processes.
  - What holds it together as an enterprise function? One answer is the need for consistent views of information about people.
  - A canonical data model for HR is much needed for HR SOA, but very challenging to develop.
  - A principal goal of HR-XML's 3.0 initiative is to shape HR-XML's sprawling library into something much closer to the canonical model.
- Process model:
  - BPM is used by HR and service providers to support on-boarding, hiring, and employee screening.
  - More use of BPMN/BPEL in orchestration of services.
  - A likely area for HR-XML work in 2009 is in defining reusable process components. "Starter Kits" – Non-normative.

# People Data

Consider these few examples:

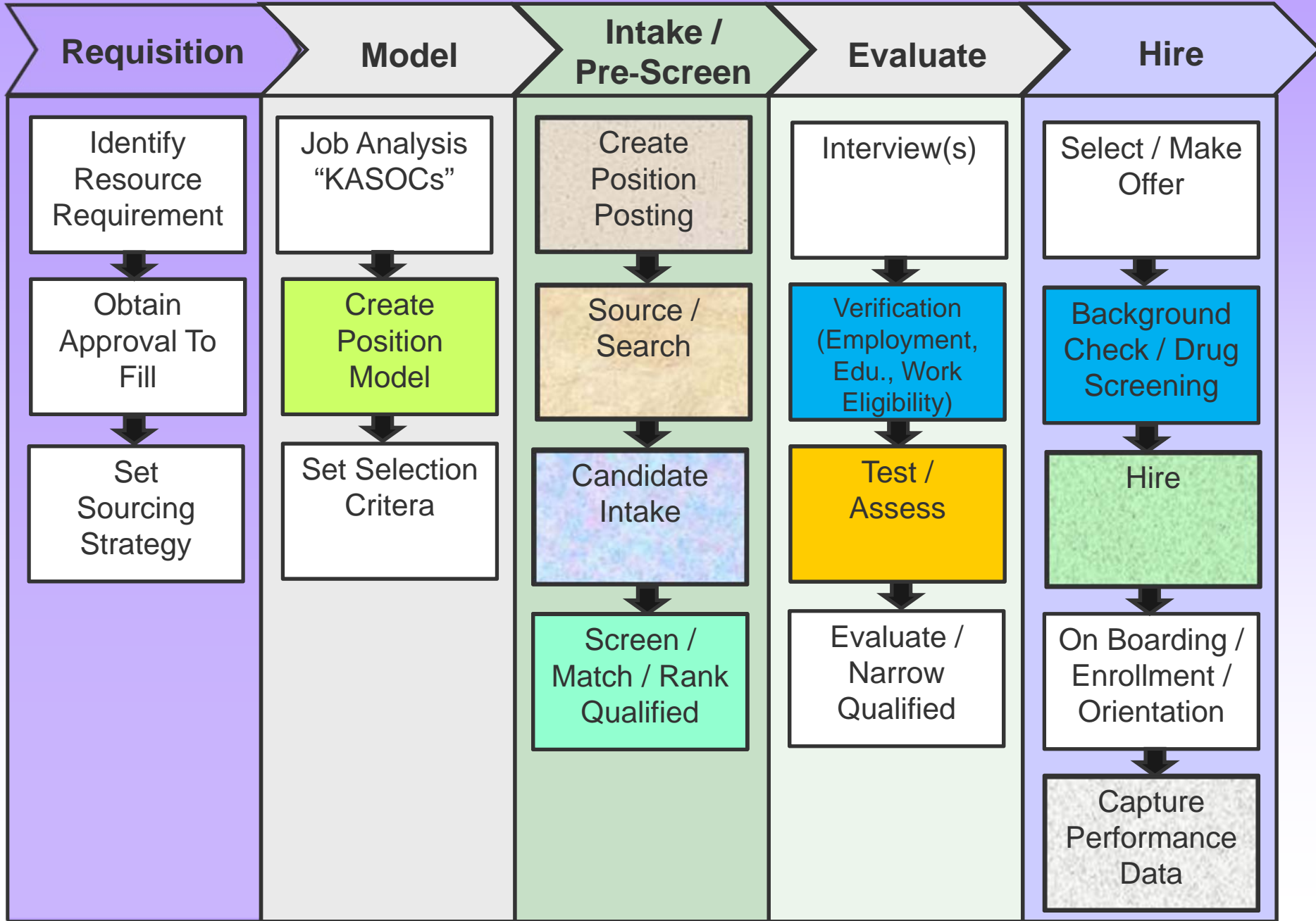
Object Class	Example properties
Person. Details	All the properties of Person within an HR context
Subscriber_ Person. Details	A narrowed set of properties. through qualification of Person. Details. Among many other properties: “Tobacco User. Indicator”
Screening Subject_ Person. Details	Among many other properties: “Identifying Marks. Code”, but not “Tobacco User. Indicator”
Assessment Subject_ Person. Details	Neither of the above properties, but the need to share many other properties, such as: “Gender Code,” “Race Code,” etc.

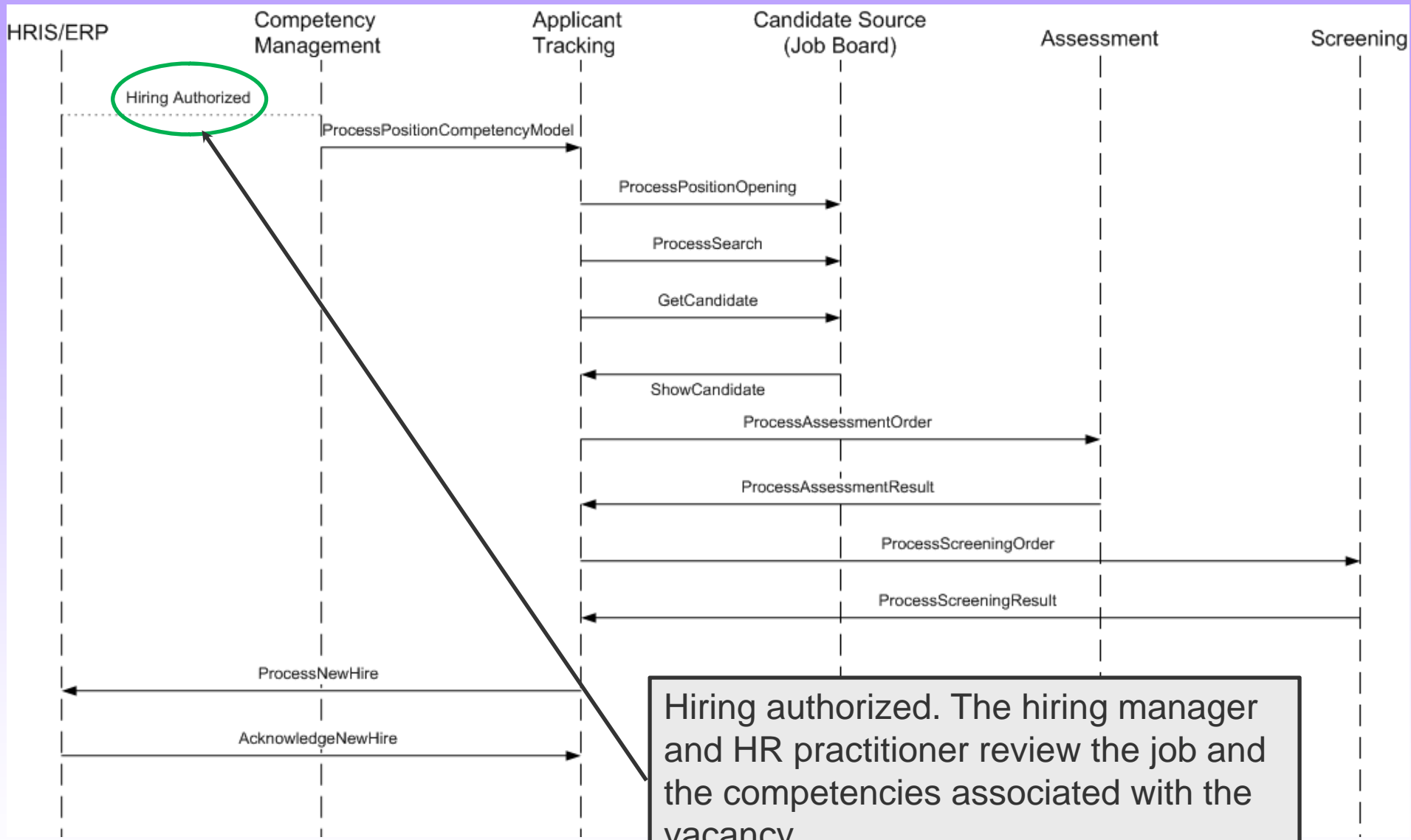
# Hiring Process: High Level Example



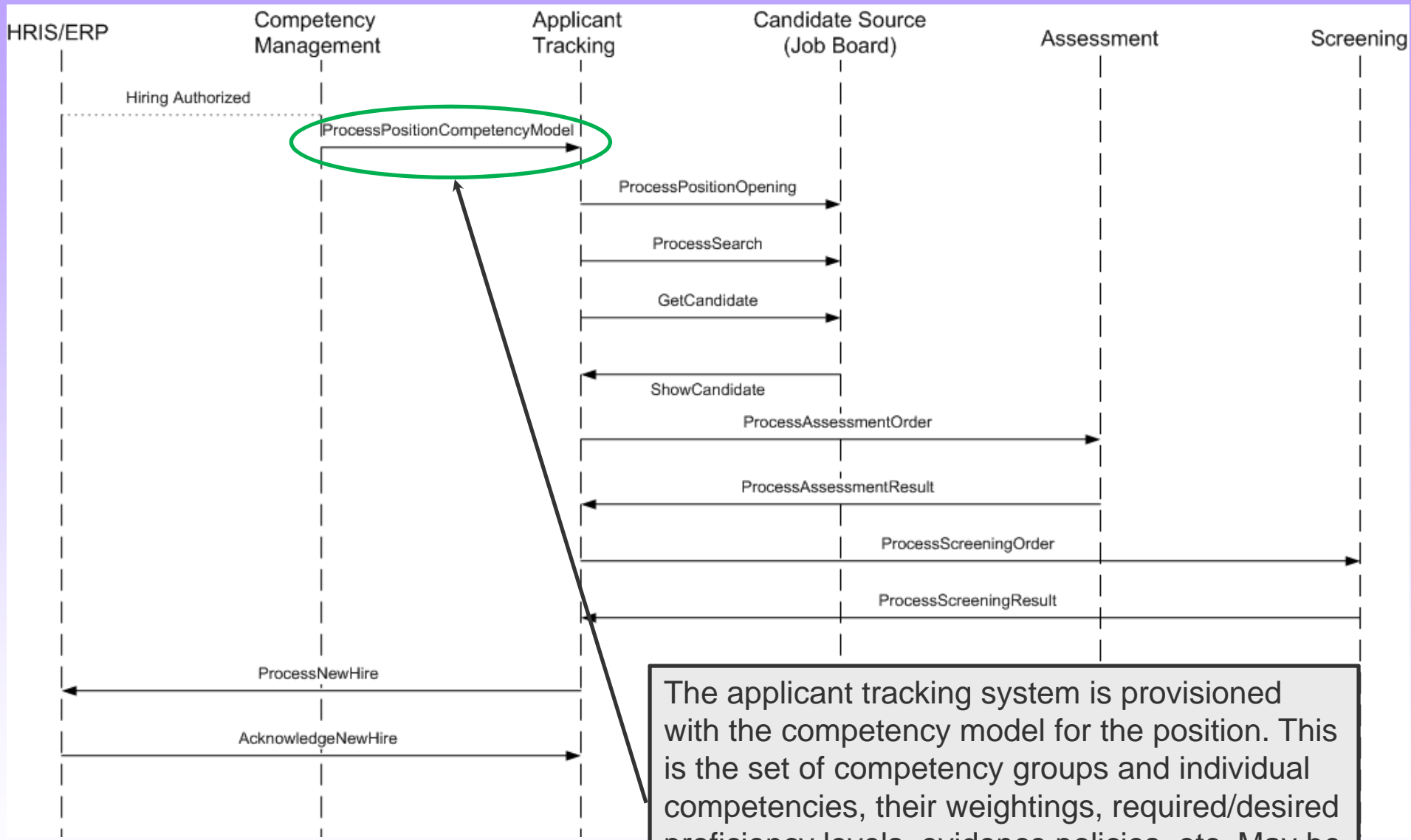
A simplified look at a few of the many interactions HR-XML supports within a typical hiring process.

# Hiring and HR-XML

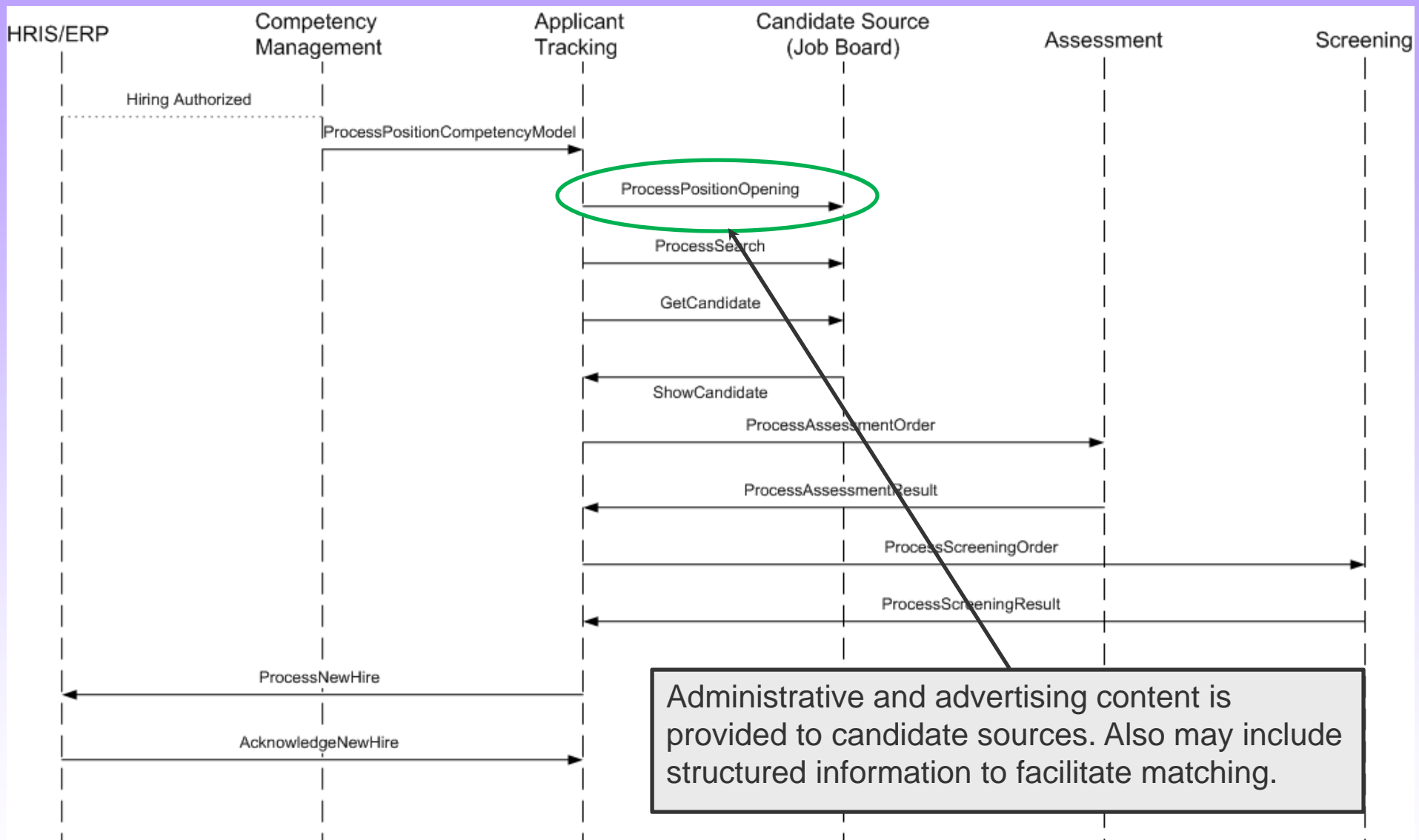


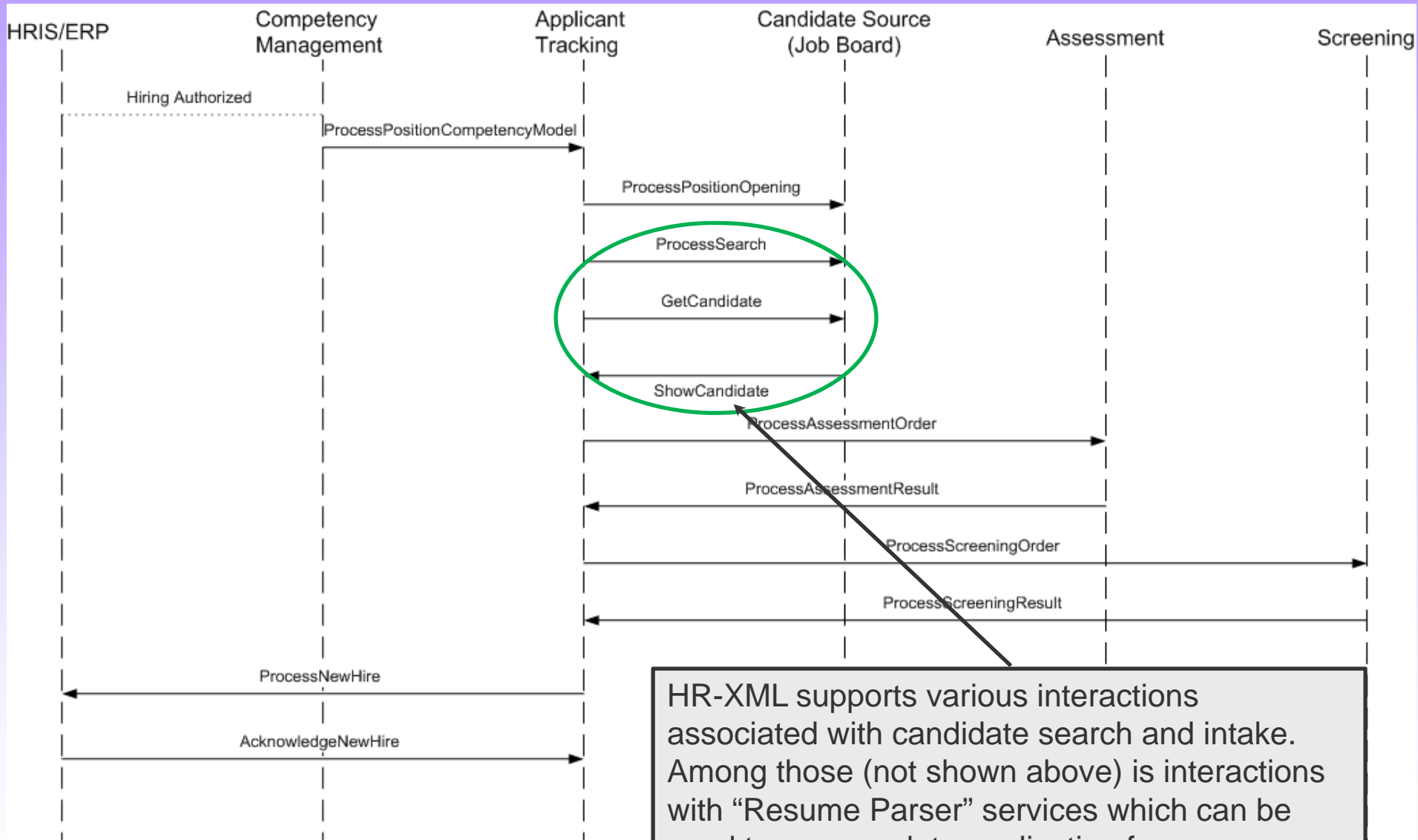


Hiring authorized. The hiring manager and HR practitioner review the job and the competencies associated with the vacancy.

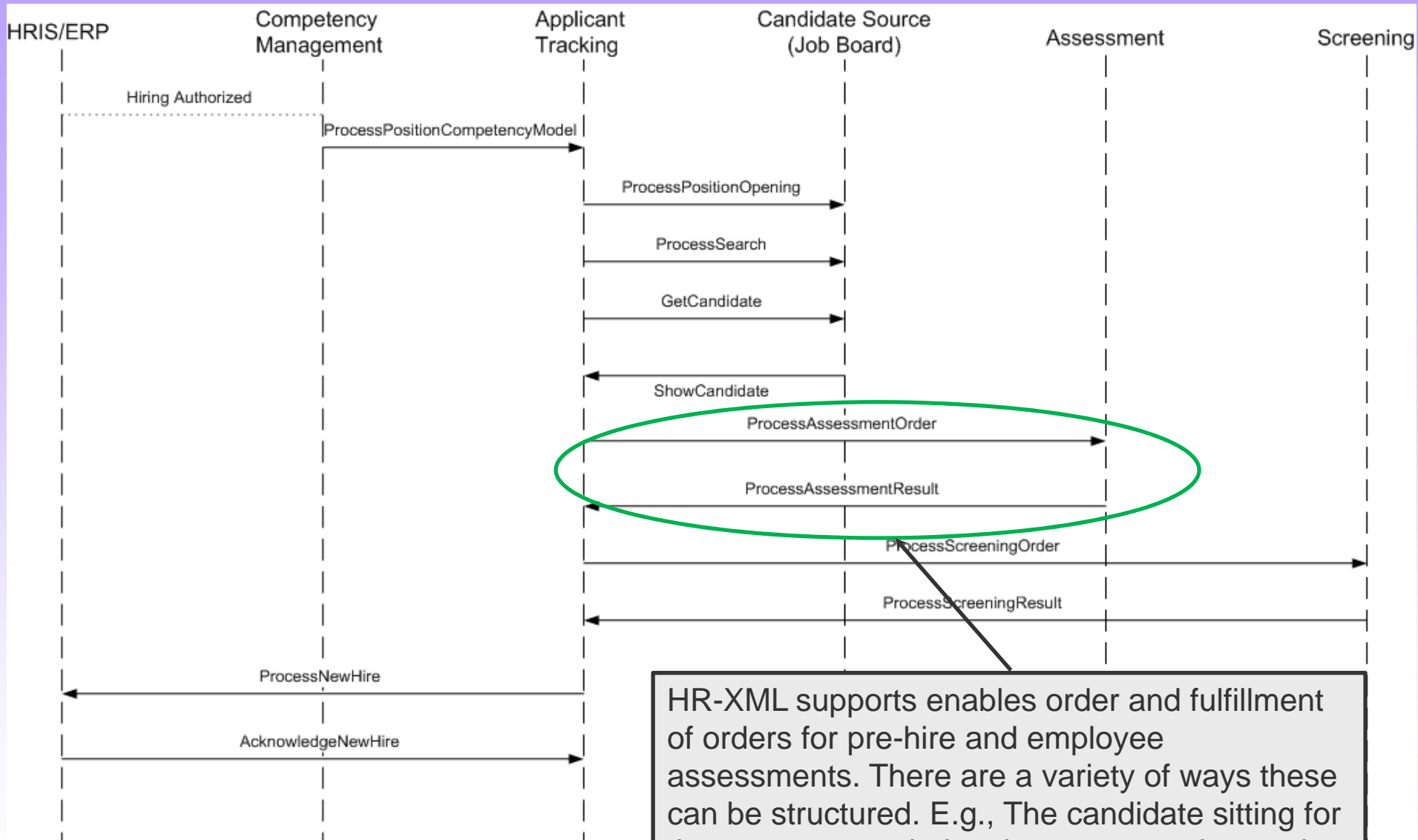


The applicant tracking system is provisioned with the competency model for the position. This is the set of competency groups and individual competencies, their weightings, required/desired proficiency levels, evidence policies, etc. May be used to facilitate matching/evaluation of candidates.



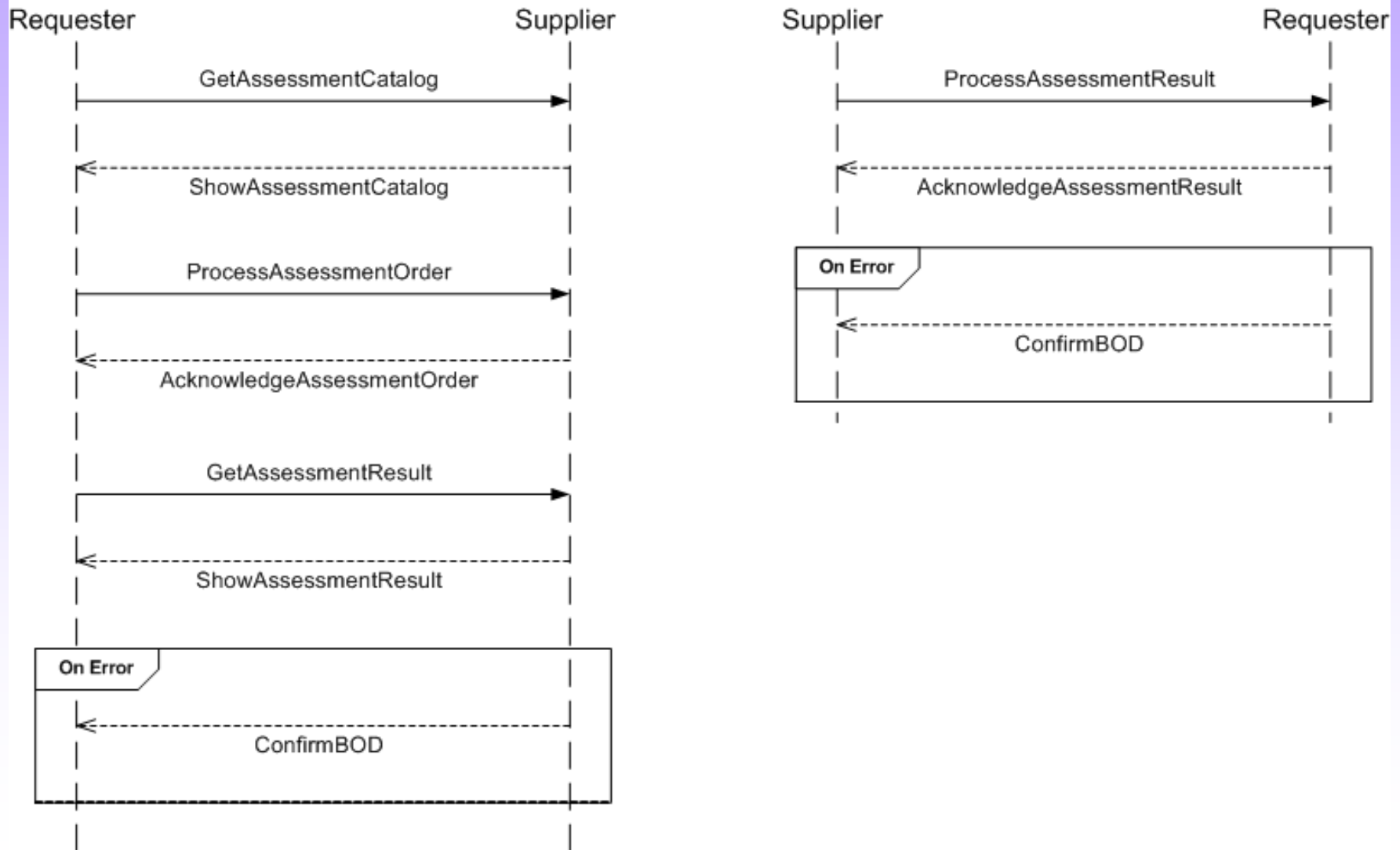


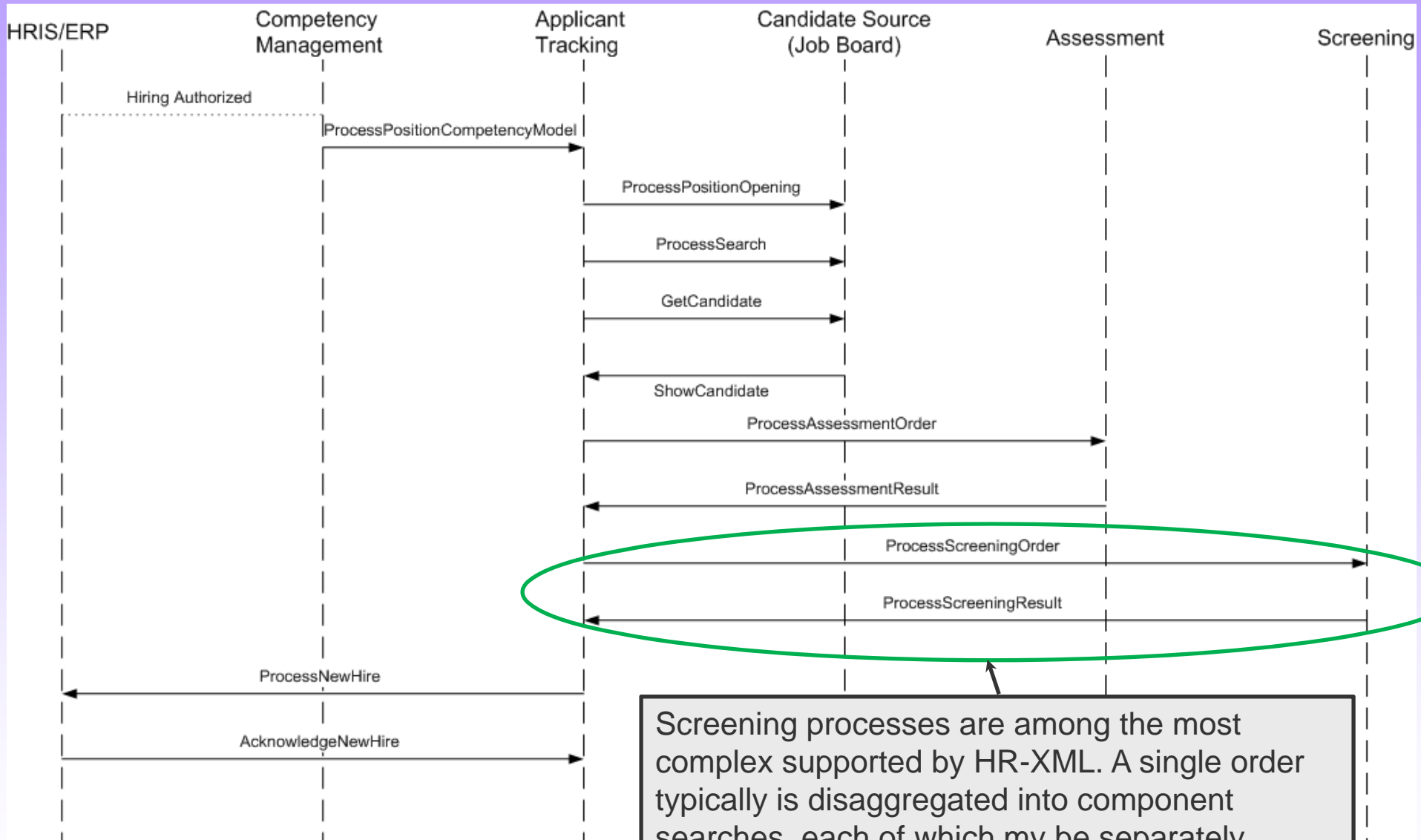
HR-XML supports various interactions associated with candidate search and intake. Among those (not shown above) is interactions with “Resume Parser” services which can be used to pre-populate application forms or otherwise provide a job board or ATS with parsed, field-level data from MS Word or other non-structured resumes.



HR-XML supports enables order and fulfillment of orders for pre-hire and employee assessments. There are a variety of ways these can be structured. E.g., The candidate sitting for the assessment during the same session as the candidate's application or the scheduling of an assessment at a later time at a test center.

Requester. Typically, an applicant tracking system or talent management system component.  
Supplier. A provider of testing or assessment services.





Screening processes are among the most complex supported by HR-XML. A single order typically is disaggregated into component searches, each of which may be separately fulfilled. Compliance, security, and privacy considerations also impact/constrain how interactions are structured.

# OMG Standards and HR-XML: Areas of Interest

OMG standard	Applicability to HR Domain
<p><b>Business Process Modeling</b></p> <ol style="list-style-type: none"> <li>1. Definition Metamodel (BPDM)</li> <li>2. Business Process Modeling Notation (BPMN)</li> </ol>	<p><b>HR Business Processes like:</b></p> <ul style="list-style-type: none"> <li>-Hiring (on-boarding, off-boarding)</li> <li>-Enrollment...</li> </ul>
<p><b>Information Management</b></p> <ol style="list-style-type: none"> <li>1. Semantics of Business Vocabulary and Rules (SBVR)</li> <li>2. Information Management Metamodel (IMM)*</li> <li>3. Ontology Definition Metamodel (ODM)</li> </ol>	<p><b>HR Data management</b></p> <ol style="list-style-type: none"> <li>1. Develop Business Vocabulary of HR Concepts and associated Business Rules</li> <li>2. Model HR Data (Conceptual, logical, physical data models, generate XML Schemas, map to CCTS...)</li> <li>3. Develop Ontologies for HR content validation, semantic reasoning....</li> </ol>
<p><b>SOA Modeling</b></p> <ol style="list-style-type: none"> <li>1. UML Profile and Metamodel for Services (UPMS)*</li> <li>2. Event Metamodel and Profile*</li> </ol>	<p><b>HR Services</b></p> <ul style="list-style-type: none"> <li>-Model and correlate HR Services to business processes Service Requester, Provider, Contract, specification...</li> <li>-HR-XML event specifications</li> </ul>

\* In development.

## Some next steps

- Jointly define a ‘HR Use case’ to validate applicability and benefits of OMG standards
  - Hiring Business Process (as an example?)
  - Data model (a subject area) needed to support the above process
    - Ontology of the selected subject area
  - Services mapped to the Hiring process
  - Manage the above metadata in an OMG standards based metadata repository
- Identify interested parties willing to participate
- Discuss how OMG-HR-XML will collaborate (IP, other issues?)
- Develop a ‘snippet’ using OMG standards compliant tools and do a ‘show-and-tell’ in Dec. 08 (OMG meeting in Santa Clara, CA)

*...and sing Kumbaya...*