



## **Viva Learning Provider for Oracle HCM**

February 2024

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# \$1,098.2M

Annualized revenue run rate based on Q4FY23

**274.6M**

Q4 FY23 Revenue

**+26.3%**

Y-o-Y Revenue

**\$4.3B**

Market cap +6.7% Y-o-Y



**Product Development DNA**

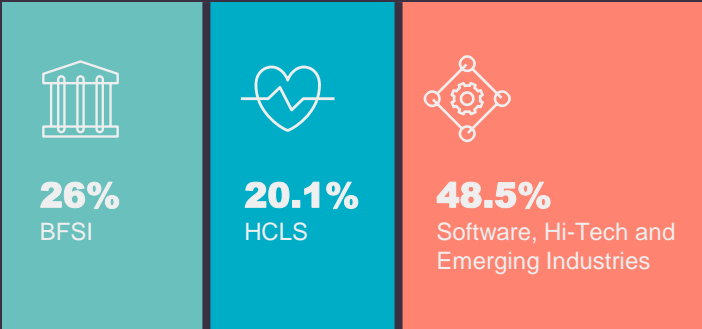


**Partners in Innovation**



**Robust Execution Framework**

### Revenue by Industry



**We are now 22,750+ strong.**

**+23.1% YoY**

### Growing Presence in 18 Countries / 55 Cities



**North & Central America**

**2,200+**  
Employees

**Europe**

**370+**  
Employees

**India**

**19,000+**  
Employees

**Rest of the world**

**200+**  
Employees

### Ingredients to Our Success



Digital Engineering Expertise



Client Centricity

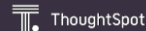
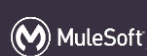


Employee Resiliency



Operational Excellence

### Our strategic partner ecosystem



**Forbes Asia**  
**BEST UNDER A BILLION**  
2021

Selected from a universe of 20,000 publicly traded companies across  
Persistent is one of 26 companies from India



Constellation Shortlist™:  
Innovation Services for 4th year in row



Top 15 Sourcing Standout for 9 consecutive quarters



## Persistent Connector Factory Overview

**Over 15 years of experience** in delivering enterprise connectors and providing integration solutions

Built **Connectors** to **300+** enterprises software; More than 1,200 connector **Releases**

Set of **Technology Alliances** with ISVs like IBM, HP, BMC, EMC, SAP, Microsoft that enable access to enterprise software & support

**IP of reusable** connector **framework** and plug-ins for a certain class of integrations to a variety of enterprise software

**Independent Software Lab** for development, quality assurance, release management, maintenance, support & presales

**Expertise** in a wide variety of enterprise integration domains including content synchronization & transformation, enterprise system monitoring, identify provisioning

**Business solution partnerships** with key platform vendors like Google, Oracle, Salesforce, Attivio, Dassault

# D365 SCM IOM Providers

## Challenges

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- \ IOM Clients are dependent on connectors or Providers to integrate with existing applications
- \ Capacity to build providers
- \ Complex Order Workflows and Exceptions
- \ Inventory Management Challenges
- \ Lack of ERP (SAP) based customized integration
- \ SAP - IOM integration for MSCC (Microsoft Supply Chain Center)

## Solutions

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- \ Enabled & fully integrated UPS Delivery, Amazon and Adobe Order Intake Connector and Provider
- \ Created IOM Provider based on Power Automate RFC connection to SAP ECC (ERP Central Component)
- \ Integrated SAP Provider which is capable of reading Sales Orders & writing them back, and fetching on demand Master data entities like Products, Warehouse, Account and Currency.
- \ Mapped over 1500+ SAP fields of MSCC (Microsoft Supply Chain Center) entities
- \ Integrated Amazon Provider for Sales Order, Inventory and Product catalog
- \ Developed autogenerating bulk order scripts to enhance and optimize E2E testing
- \ Improved performance by connecting and reusing workflows

## Outcomes

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### Technical Contributions

Developed connectors, workflows and scripts for IOM systems integration

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### Performance

Optimized performance through faster Order processing and streamlined workflows

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### Continuous Innovations

Innovations by overcoming various platform challenges

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# **Provider for Oracle HCM**

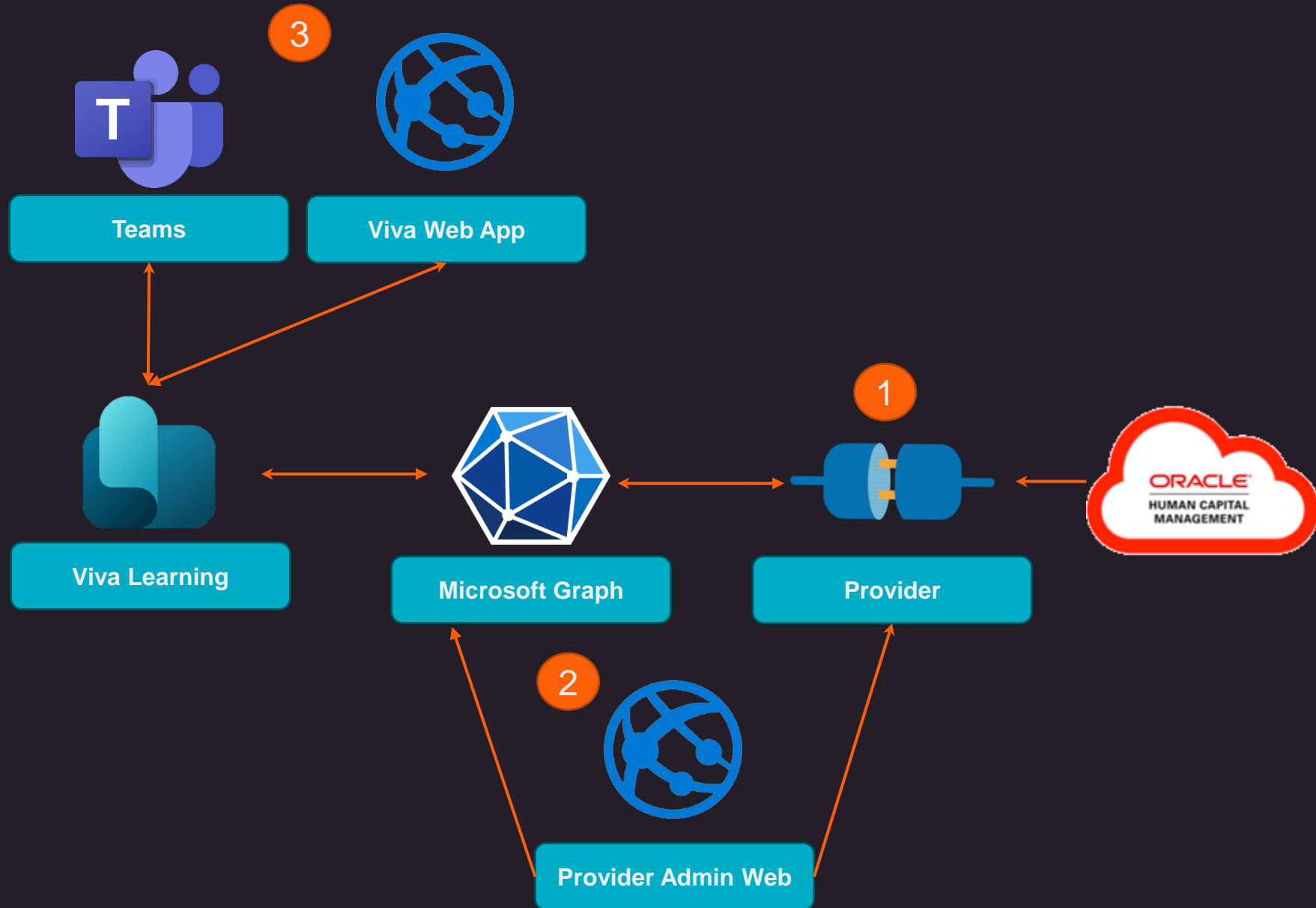
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# Oracle HCM Provider Scope

Activity	Create Learning Provider Using	Oracle HCM Learning API
Provider Registration	<ul style="list-style-type: none"> <li>\ Graph API - Create Learning Provider</li> <li>\ Graph API - Delete Learning Provider</li> </ul>	<ul style="list-style-type: none"> <li>\ NA</li> </ul>
Learning Content Synchronization	<ul style="list-style-type: none"> <li>\ Graph API - Get Learning Content</li> <li>\ Graph API - Update Learning Content</li> <li>\ Graph API - Delete Learning Content</li> </ul>	<ul style="list-style-type: none"> <li>\ GET /learningContentItems</li> <li>\ GET /learnerLearningCatalogItems</li> </ul>
Learning Course Activities Synchronization	<ul style="list-style-type: none"> <li>\ Graph API - List Learning Course Activities</li> <li>\ Graph API - Create Learning Course Activities</li> <li>\ Graph API - Get Learning Course Activities</li> <li>\ Graph API - Update Learning Course Activities</li> <li>\ Graph API - Delete Learning Course Activities</li> </ul>	<ul style="list-style-type: none"> <li>\ GET /learnerLearningRecords</li> <li>\ GET /learningContentItems</li> </ul>

# Provider Architecture Diagram

1. Provider enables integration for managing
  - i. LMS Registration
  - ii. Learning Content
  - iii. Learning Course Activities
2. Data sync can be initiated by Viva Learning or Provider Admin Web via Microsoft Graph
3. Admin, Managers and Users can assign and access courses over Teams and Web App



## Technologies Used:

- \ Provider: Azure WebApp, RESTful API, .NET
- \ Admin Web: Azure WebApp, .NET, ASP.NET, JS

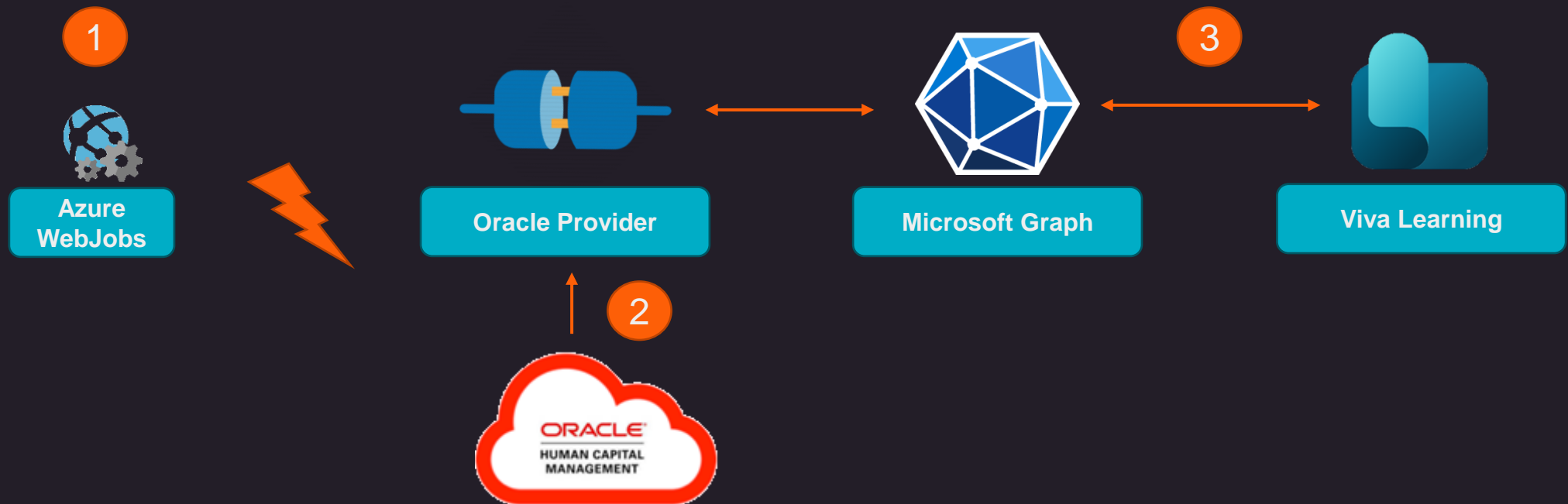


# Provider Flow Diagram

1. Azure WebJob triggers the API based “Oracle Provider” to initiate data sync

2. Course Content and Activities are read from Oracle HCM Cloud instance

3. Course Content and Activities are ingested into Viva Learning, via Microsoft Graph API calls

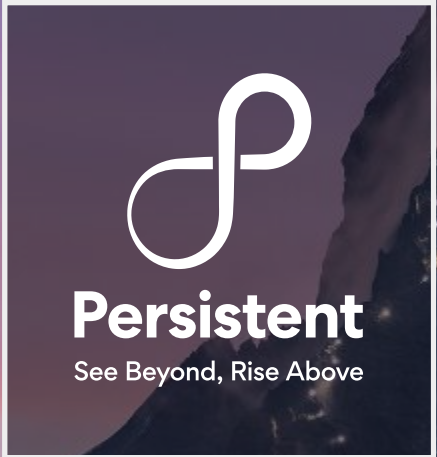


# Assumptions on Scope

- \ Source LMS system would be Oracle HCM Learning
- \ HCM Rest API version 11.13.18.05 would be the version considered for the Provider
- \ Only Learning Course Content creation and Learning Course Activity (assignment to employee) will be covered
- \ Any change in the scope of work would require re-estimation and review of delivery milestones
- \ Integration Specific
  - Analysis of the customer's LMS environment to be carried out
  - Mapping of customer's LMS Course Content and Course Activity to be carried out
  - There will be unique fields/values within the Customer's LMS environment by which full pull and incremental pull can be enabled
  - Only integration code related to mapping and enabling connectivity between Customer's LMS environment and Oracle HCM Provider will be developed
- \ Deployment and integration would be done to 1 UAT and 1 Production environment only

# Questions

- \ Are there customizations carried out on the Oracle HCM Learning instance?
  - If yes, please list the customizations carried out
- \ Is there any Middleware or SOA layer associated with the Oracle HCM Learning instance?
- \ Are there other LMS systems other than Oracle HCM within the environment?
- \ What is the course structure and hierarchy implemented within Oracle HCM?
- \ What is the volume or count of
  - Number of users
  - Number of courses
  - Number of assignments
  - Number of assignment updates (typical)



THANK YOU