

Extending Oracle HCM with APIs: The Developer's Guide to Seamless Customization

Anusha Atluri,

Oracle Fusion Cloud Consultant at XDuce Corporation, USA.

Abstract

Designed to maximize their HR operations—including hiring through staff management— Oracle Human Capital Management (HCM) is a strong tool. Still, businesses often have to change the system to meet their own demands, hence customization is rather more important. Improving the capability of Oracle HCM depends on the APIs (application programming interfaces), which let developers personalize the system to more closely fit the needs of a company. Emphasizing benefits like increased productivity, flexibility & the scalability, this study investigates the usage of APIs to improve Oracle HCM. It also emphasizes the common challenges developers face integrating APIs like system compatibility, data integrity & also security concerns. Additionally included in the article are a variety of tools & recommended practices meant to help in the resolution of these obstacles thus allowing smooth integration. An actual case study is given to show how companies have successfully customized their Oracle HCM systems by means of their API integration. This book seeks to provide developers with the tools & expertise required to efficiently expand Oracle HCM, therefore allowing them to create customized solutions improving business success while maintaining their system integrity and security.

Keywords: Oracle HCM, API Integration, Customization, Developer Guide, HR Technology, Oracle Cloud, System Extension, REST APIs, SOAP APIs, Data Security, Workflow Automation, Third-Party Integration, Predictive Analytics, Webhooks, Employee Data, Data Synchronization, Authorization, API Testing, OAuth, Postman, Error Handling, Machine Learning, Compliance, and HR Processes

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1.Introduction

1.1 Overview of Oracle HCM

Designed to maximize & automate human resource (HR) processes, Oracle Human Capital Management (HCM) is a huge set of cloud-based applications. It serves as a unified center for handling several aspects of human resources, including payroll, talent acquisition, onboarding, performance assessment & employee engagement. Companies in many

different fields make great use of Oracle HCM to maximize their HR operations, improve employment management & enhance company performance using data-driven insights.

The software reduces human employment by automating routine HR tasks, therefore improving HR department output & lowering their running prices. With Oracle HCM's comprehensive cloud-based platform, companies may utilize a consistent solution for handling the complete employee lifecycle, therefore preserving consistency & the collaboration across departments. Although Oracle HCM has strong features, companies sometimes find it does not meet all of their specific needs. Whether by means of integration with internal systems, adaptation of processes to fit different business models, or compliance with their regional regulatory demands, companies may need tailored solutions to maximize the possibilities of the platform.



1.2 Need for Adaptation

Even while Oracle HCM has extensive capabilities, the default configuration does not always match the HR needs or objectives of a business. Every company has different demands shaped by its sector, size, internal policies, or cultural practices. Organizations wishing to improve Oracle HCM's basic capabilities to fit their own environment & objectives must first customize it.

Companies would have to connect Oracle HCM with any other company tools such as banking systems or CRM (customer relationship management). Moreover, different business policies, local work laws, or particular reporting requirements might call for changes beyond the platform's capabilities. Customizing ensures that Oracle HCM fits the particular processes of a business, therefore improving general performance & optimizing the operations. The ability to customize the platform lets businesses grow as they change Oracle HCM to fit the latest needs & challenges over time.

Inadequate customizing might cause companies to run into data inconsistencies, inefficiencies & unnecessary human interventions, therefore undermining the benefits of adopting Oracle HCM. Therefore, companies have to find ways to increase the functionality of the platform so that it sufficiently meets their needs.

1.3 The purpose of APIs

This is where APIs—application programming interfaces—have value. APIs facilitate integration, expansion & the customizing of systems like Oracle HCM by means of communication between several software applications. By use of APIs, developers may access the latest features, link Oracle HCM with other tools & modify the system's operations to meet their specific business requirements.

APIs let companies create custom interfaces using performance management systems, payroll providers or any other database. Between Oracle HCM & any other business systems, they provide continuous data flow that guarantees consistency & the accuracy on many platforms. Moreover, APIs help process automation by starting certain processes within Oracle HCM depending on predefined criteria, thereby improving efficiency & reducing human error.

Apart from standard connections, APIs let companies create customized user interfaces & procedures, thereby guaranteeing that Oracle HCM fits their own operational structure. APIs let developers expose the latest services to other systems, access and change data in Oracle HCM, or create extra capabilities. This flexibility is crucial to guarantee that Oracle HCM is a really adaptable solution moving with the business.

1.4 Article's Aim

This paper attempts to provide developers a clear direction for customizing Oracle HCM using APIs. Through investigating the technical elements of API usage, we want to allow developers to improve Oracle HCM's capabilities in line with their company needs. The benefits of utilizing APIs, the challenges developers might run against & the technologies that could allow seamless API integration will be discussed in this article.

Using actual world examples, best practices & the pragmatic guidance, this article will provide developers the necessary knowledge to approach Oracle HCM customizing successfully. By means of a thorough understanding of Oracle HCM APIs, readers will be able to create tailored solutions that enhance organizational efficiency, user experience, and corporate growth capacity.

2. The Basics of Oracle HCM and APIs

2.1 What is Oracle HCM?

Designed to help companies effectively run their human resource operations, Oracle Human Capital Management (HCM) is a huge suite of cloud-based applications. Recruiting, talent management, payroll, employee development & workforce analytics are just a few of the HR-related operations covered here. Oracle HCM gives companies a

unified platform for human management, therefore improving operational efficiency & so enabling better business outcomes.

Using a cloud architecture, the platform provides businesses of all sizes scalability, security, and flexibility. Because Oracle HCM is naturally modular, companies may pick and use only the required functionalities and yet benefit from a coherent solution. Oracle HCM consists mostly of three components:

- **Key Human Resources:** This part covers the basic elements of HR management including organizational structures, personnel records & their compliance control. It provides a single forum for maintaining a current workforce overview, tracking performance & handling personnel information.
- This field of talent management stresses succession planning, professional development, performance assessment & hiring. Oracle HCM helps companies match their staff with business goals by providing tools to attract, grow & retain outstanding people.
- Oracle HCM offers a complete payroll system that assures timely and accurate employee payments, compliance with tax laws & the automation of payroll operations.
- Emphasizing time tracking, scheduling & the absence management, this course addresses workforce management. It helps companies monitor personnel attendance thereby improving operational effectiveness & reducing administrative strain.
- Oracle HCM consists of self-service tools for managers and employees alike. While managers may compose timesheets, supervise team performance, and track employee development, employees may change personal information, view pay stubs, and ask for time off.
- Oracle HCM provides advanced analytics to help companies make data-based decisions about their workforce. Strong reporting tools help companies to better understand workforce planning, employee performance & retention trends as well as to support strategic decision-making.

Although Oracle HCM is a complete and feature-rich solution, its conventional capabilities might not always meet the unique needs of every company. Many times, organizations need unique changes to fit their processes, interface with other corporate systems, or satisfy industry-specific requirements. In this regard, APIs—application programming interfaces—are absolutely more vital.

2.2 What are APIs and how may they function inside Oracle HCM's framework?

Applications Programming Interfaces, or APIs, are sets of guidelines & protocols allowing interaction between different software systems. APIs let developers in Oracle HCM expand, customize & combine the platform with any other systems, tools, and the databases. Between Oracle HCM and other systems, they act as middlemen helping to enable data transfer and process automation.

The "connective tissue" connecting Oracle HCM with any other parts of an organization's technical architecture is APIs. One organization could choose to mix Oracle HCM with a

performance management tool or outside payroll system. APIs provide flawless processes by means of data transfer and compatibility among many platforms.

In Oracle HCM, APIs serve mostly as:

- APIs allow Oracle HCM and outside application data to be exchanged. This might be connecting performance indicators with outside analytics systems or synchronizing employee data between Oracle HCM and a customer relationship management (CRM) system.
- APIs let Oracle HCM's capabilities be improved by adding further features, systems, or user interfaces. APIs allow a company to create a customizable reporting dashboard fit for their particular needs or to build a tailored employee feedback system within Oracle HCM.
- Automation: APIs may help to simplify many Oracle HCM processes. HR departments may, for instance, expedite the approval process for leave requests or send automatic notifications to managers should employee performance goals fall short.

APIs let Oracle HCM interact with other services as benefit administration systems, background checking tools, or payroll companies. This link guarantees data consistency between systems and eliminates the need for human data entry, therefore improving efficiency.

2.3 Human Capital Management Overview of Oracle's API Solutions

Oracle offers many API kinds that let Oracle HCM be customized and integrated with. REST APIs and SOAP APIs predominate among Oracle HCM's APIs.

RESTful APIs—representational state transfer—have a Modern and commonly used architectural paradigm for creating internet services is REST. Oracle HCM's REST APIs are meant to provide a quick and simple way to access and control data housed inside the HCM platform. Especially for developers of web and mobile apps, REST APIs are sometimes more user-friendly and flexible than SOap APIs. Standard HTTP methods—including GET, POST, PUT, DELETE—are used to conduct operations on resources, making them appropriate for tasks including obtaining personnel information, changing payroll data, or submitting performance assessments.

Among various HCM operations offered by Oracle's REST APIs are payroll processing, employee data management, and performance management administration. Developers needing integration of Oracle HCM with other systems or the development of new applications interacting with the platform will find these APIs especially helpful.

Though they are more ancient and complex than REST APIs, SOAP APIs—Simple Object Access Protocol—remain used in corporate environments particularly when interacting with old systems or requiring more security and transaction reliability. Unlike REST APIs, SOap APIs have a more rigorous structure and communicate via XML-based messages. For applications managing private employee or financial data, they provide a great range of features and increased security, which is vital.

Oracle's SOAP APIs help companies to combine Oracle HCM with other apps and services, automate HR operations, and handle difficult tasks such data synchronization across several platforms and report production.

2.4 Advantages of Using APIs for Oracle HCM Customization

Using APIs for customizing Oracle HCM offers several important advantages that might significantly increase HR process scalability and flexibility.

- APIs let numerous systems—including payroll, benefits administration, and external reporting tools—have simple interaction. This reduces human data entry, assures data synchronisation across several platforms, improves efficiency and lowers the possibility of error.
- APIs let developers create custom applications or change present capabilities to fit specific corporate needs. By creating customized processes, providing unique employee interfaces, or linking specialized third-party applications, APIs provide businesses the ability to personalize Oracle HCM.
- APIs help businesses automate key HR tasks like performance reviews, leave authorizations, and onboarding processes. Automating routine tasks helps companies save time, light administrative load, and ensure HR systems run effectively free from mistakes or disruptions.
- As companies grow, their HR needs vary and Oracle HCM's ability to handle fresh challenges also changes. By adding new capabilities, integrations, or customized processes without requiring extensive system renovations, APIs help companies to improve their HR operations. This helps companies to keep adaptability during development.
- APIs provide a faster & more effective way for developing custom solutions & connecting with Oracle HCM. Using pre-existing APIs instead of building complex connections from the ground up will save development time & improve the dependability & the maintainability of modifications.
- Oracle HCM APIs are built with comprehensive security precautions meant to protect private HR information. They provide encryption, authentication & their authorization, therefore ensuring that only authorized systems and people may access and change data.

Improving and adapting Oracle HCM to meet the needs of a business depends on the APIs. By means of Oracle's REST and SOAP APIs, companies may combine their systems, automate tasks & create tailored solutions improving security, scalability & the efficiency in their HR operations.

3. Setting Up for API Integration

Integrating with Oracle Human Capital Management (HCM) via APIs calls for thorough grasp of the needs, tools & approaches to provide a perfect & the effective process. For API integration, developers have to follow several fundamental guidelines such as establishing necessary access, applying security standards & utilizing suitable tools for testing & preservation of the integration. The needs for API integration, ways to authenticate & authorize API requests, tools for creating & testing APIs, and best practices for preserving API versions and endpoints will be discussed in this part.

3.1 Oracle HCM API Integration Requirements

Many requirements have to be addressed to ensure the environment is fit for development before starting the integration with Oracle HCM using APIs.

Access to Oracle Cloud Operating with Oracle HCM APIs requires access to Oracle Cloud—especially the Oracle HCM Cloud instance your company uses. Usually, one needs an Oracle Cloud subscription and authority to use the HCM module. Should you lack access, you will need to work with your Oracle administrator to acquire the relevant HCM Cloud instance.

To interact with Oracle HCM APIs, one must have valid API credentials. Often provided via Oracle Cloud, these credentials are absolutely essential for doing approved API searches. Usually, access credentials consists of a user ID and password connected to an Oracle account. Companies may also have to create roles and permissions to control the access levels allocated to various users, therefore enabling developers to interact with certain Oracle HCM components, including personnel information, payroll, or performance data.

Oracle's rich API documentation covers the easily accessible endpoints, request criteria, and responses. Understanding the suitable API techniques, the data that might be accessed or changed, and the correct structure of requests depends on this material. Examining the API documentation carefully helps you to become used to the Oracle HCM API features before development starts.

Effective development & testing of your API connections require access to tools as Postman, cURL, or Oracle REST Data Services (ORDS). Before they are put into use in production settings, these instruments help to test and validate API requests and responses.

3.2 Approaches for Verifying and Approval of API Calls

Any API interface must have authentication & the authorization as they ensure that only authorized users and systems may access the Oracle HCM data & the services. Common authentication techniques like OAuth 2.0 and API keys are used regularly by Oracle HCM APIs.

3.2.1 oAuth 2.0 Verification

The main way Oracle HCM authenticates API searches is OAuth 2.0. It gives outside projects access to data without exposing user credentials. OAuth 2.0 follows these guidelines:

- **Flow of Authorization:** Authenticating into their Oracle Cloud instance, the user allows the application to access specified resources. The application utilizes the authorization code the system generates to get an access token.
- **Access Token:** Designed to validate API requests, this credential is Often structured as: Authorization: Bearer, the access token is given as a header in API calls.

- Usually after one hour, an access token expires; hence, the application may utilize a refresh token to get a latest access token without user re-authentication.

Since OAuth 2.0 lets applications request access solely to the required information without compromising user credentials, therefore offering better security & the preferred approach for API authentication.

3.2.2 Keys of Application Programming Interface

Some APIs could also provide API keys for login. Included in the header of API requests to validate the requester, an API key is a unique identifier. The key has to be generated on Oracle Cloud and given the necessary privileges to access certain HCM information or capabilities.

- Though simpler to create than OAuth, API keys lack the security & the flexibility of OAuth 2.0 and lack the granularity & token expiration tools.
- OAuth and API keys help to verify that requests come from approved users or applications, therefore protecting data security & the integrity.

3.3 Key Tools for Evaluation and Development of APIs

When interacting with Oracle HCM APIs, developers want a set of tools to build, test & validate their API calls. These solutions provide precise data formatting, help to resolve integration challenges & enable flawless communication between Oracle HCM and other systems.

3.3.1 Postman

Among the most utilized tools for API development and testing is Postman. It helps developers to easily create, forward, and assess HTTP requests. Using Oracle HCM, Postman helps to: evaluate API endpoints by doing sample searches.

- Carefully arrange OAuth 2.0 and API keys among other authentication techniques.
- Review API responses to confirm the integration performs as expected including response data and status codes.
- Create and automatically run API tests to guarantee API requests' appropriate operation.

An important tool for Oracle HCM API integration, Postman simplifies the testing process and lets developers investigate many settings.

3.3.2 Oracle REST Data Services,

One very important tool for connecting with Oracle HCM is Oracle REST Data Services (ORDS). ORDS helps developers to provide Oracle database data as RESTful web services. Developers could create custom APIs using ORDS that interface with Oracle HCM to retrieve or change data.

Because it offers pre-configured connectors and tools to convert database operations into RESTful API queries, ORDs are particularly helpful for connecting Oracle HCM with Oracle databases.

3.3.3 cURL

cURL is a command-line tool for multiple protocol data transfer—including HTTP and HTTPS. Without a complete application interface, developers often utilize it for fast API calls and integration testing. Postman's UI is more straightforward, however for simple API requests or automated scripts cURL is useful.

3.3.4 Swagger

Open-source suite for API documentation and testing, Swagger is From the Swagger UI, it lets developers build APIs, provide documentation, and test endpoints simple forwardly. Swagger provides an interactive tool for looking at and testing API endpoints, thus describing several Oracle HCM APIs.

3.4 Best Practices for Endpoint and Version Administering of APIs

When using APIs, especially in an enterprise environment like Oracle HCM, a reliable integration over time depends on effective management of versions and endpoints.

3.4.1 Versioning for API Calls

Maintaining backward compatibility as Oracle HCM advances requires API versioning. It is essential to confirm that your integration stays effective without disturbance when Oracle improves and adds new features or changes previous ones. Common strategies for API versioning consist in:

- **URL Versioning:** This means that, for example, <https://api.oraclehcm.com/v1/employee>, the version number is explicitly included into the URL. This approach helps different API versions to be monitored and managed.
- This method indicates the version within the HTTP header, therefore allowing the same endpoint to provide various versions depending on the request headers.

Monitoring versions helps developers to ensure that their integrations stay future-proof and can support changes to the Oracle HCM APIs.

3.4.2 Reasonable Endpoint Management

Using APIs calls for careful arrangement of the endpoints so as to be user-friendly. This covers the following recommended behaviors:

- **Standard and unambiguous language:** For your API endpoints—such as `/employees` for employee data and `/payroll` for payroll-related searches—use consistent, clear names. This ensures that each endpoint's functionality will be easily understandable to developers.

- Use data caching where it makes sense or consolidate searches to help to minimize pointless API requests. This might improve performance and relieve server workload.
- Apply logging and error handling: Make sure error notifications are clear and provide useful analysis. Record all API inquiries and responses for audit and diagnostic needs.

3.4.3 Surveillance and Evaluation

Reliable API integration depends on constant testing and monitoring. Especially after any upgrade to Oracle HCM or API changes, do automated tests to guarantee the integration functionalities operate as expected. Create monitoring systems to evaluate performance indicators and API usage as well, therefore enabling quick issue discovery.

4. Case Study: Enhancing Employee Onboarding and Payroll Integration with Oracle HCM APIs

4.1 Overview of the Case Study

Mid-sized retail company GlobalTech Retailers found great challenges in managing worker onboarding & synchronizing payroll systems throughout its numerous divisions. The company was growing quickly & hired more than 500 people; nonetheless, it was having problems with ineffective human resource practices. Manual data entering, scattered systems & inadequate interface between Oracle HCM & its payroll provider defined the HR department. These issues caused regular errors, delayed payroll processing & a disjointed staff onboarding process. The company recognized it needed a more efficient way to maximize these processes & raise employee satisfaction.

4.2 Declared Problem Statement

GlobalTech Retailers struggled in numerous aspects of their HR practices. One of the main challenges was not integrating Oracle HCM with the third-party payroll system of the business. Manual employee data entry into the payroll system mandated by the HR team created an employment intensive & error-prone procedure. Often resulting in mistakes in employee salaries, delayed payments & neglected benefits, the manual process caused employee unhappiness & the administrative bottlenecks.

The staff onboarding process was also somewhat demanding. Paper forms were needed for the latest hires & HR staff members had to manually enter the same information into several systems. Apart from increasing the possibility of errors, the unnecessary data entry hampered the onboarding process, therefore creating an unfavorable first impression for new employees toward the company.

4.3 Solution: Running Personalized APIs

GlobalTech Retailers overcame these difficulties by automating the employee onboarding process using Oracle HCM APIs & combining Oracle HCM with its payroll system. Apart from automating the latest recruiting procedures, the solution used Oracle's REST APIs to provide flawless data integration between Oracle HCM & the payroll system.

4.3.1 APPI Payroll System Integration

Integrating Oracle HCM with the outside payroll source came first. Direct from the HCM system to the payroll system, GlobalTech Retailers effectively streamlined the distribution of employee information—including salary, banking information & the benefits enrollment—using Oracle HCM's REST APIs.

To ensure actual time payroll system changes, the HR team set automated API calls triggered upon the entering of fresh employee information into Oracle HCM. In addition, Oracle HCM's API lets the company get payroll information from the payroll provider & reintegrate it into the HCM system for auditing & reporting needs. This greatly lowered errors related to payroll processing & eliminated the need for human data entry.

4.3.2 Employee Onboarding Automation

GlobalTech Retailers automated a number of tasks related to improving the onboarding process for the latest hires using Oracle HCM APIs. Rather than utilizing paper forms, the latest hires may now complete all necessary documents via Oracle HCM's self-service site. Oracle HCM automatically captured the employee's comments, which set off procedures to notify the relevant departments—e.g., IT for equipment supply & the facilities for workplace layout.

Using Oracle HCM, the company created a customized onboarding checklist ensuring that every new hire completed all required tasks. Other systems, including learning management systems, were included into this checklist to provide training materials and modules for newly hired employees to finish before their first day.

Moreover, Oracle HCM systems allow new employees to send automated messages to HR staff members after completing certain onboarding processes, thereby keeping them informed and guaranteeing flawless transfers. This automation ensured that new employees enjoyed a more pleasant onboarding experience in addition to reducing the time dedicated to administrative tasks.

4.4 Results: Quantifiable Outcomes

Using Oracle HCM APIs for employee onboarding and payroll integration produced many measurable benefits for GlobalTech Retailers:

- **Temporal Efficiency:** Oracle HCM's link with the payroll system simplified employee data transfer, allowing HR staff members who would have previously been dedicated to manual data entry and error correction save about 20 hours per week. Once requiring an average of 10 days depending on manual paperwork and repeated data entry, the onboarding process has been simplified to only 3 days. By means of automation of the onboarding process and task distribution, HR staff members might focus on more important responsibilities, thereby improving efficiency.
- **Minimizing problems:** Human data entry mistakes caused payroll problems to be common before the API connection. Payroll errors dropped 90% thanks to automated integration, which also greatly reduced employee complaints and less

corrections needed. Data was promptly entered by new employees and automatically shared across systems, thus the company saw a 70% drop in onboarding difficulties like erroneous personal information and missing paperwork.

- Improved benefits administration for employees and timely salary disbursements produced by accelerated and accurate payroll processes reflected in enhanced employee experience. The improved onboarding process helped new hires to have a better first impression, which would help them to complete their documents online, access relevant training materials, and enjoy more engagement from the start. Surveys on employee satisfaction found a 30% increase in positive comments on the onboarding process; numerous employees admitted that the automated workflow helped to ensure a better transition
- **Cost Savings:** The predicted 15% drop in HR-related administrative expenditures came from the automation and integration greatly lowering administrative overhead. Rather than devoting time to boring routine duties, human resources staff members might focus on more strategic initiatives such as employee development and retention.
- **Scalability:** The system was flexible and easily scalable to fit the corporate growth. GlobalTech Retailers increased its workforce by 25% in the next year, and the automated systems controlled the higher demand without calling for more HR staff. APIs helped the HR processes of the organization to develop smoothly in response to changing needs.

5. Conclusion

Improving & customizing Oracle HCM depends on the APIs, which let companies easily modify their HR systems to particular needs & integrate with any other tools & platforms. Oracle HCM APIs let companies automate routine tasks, reduce errors & increase the general HR operations' general efficiency. As the business grows, APIs let payroll systems and employee onboarding to be integrated, thus improving HR procedures and ensuring system flexibility.

Oracle HCM systems have great power to transform HR processes. APIs let developers combine many outside applications, streamline processes, and create original ideas, thus enabling the creation of scalable, tailored HR solutions enhancing business experiences as well as employee ones. APIs provide a flexible & sustainable way for companies to control & improve human resources as they grow.

Developers hoping to use this potential should review Oracle's API documentation & start integration tests. Strong knowledge of API development & best practices can help developers open fresh paths for efficiency in HR management and innovation.

Start by looking over the API documentation of Oracle HCM, going over easily available tutorials & working on pragmatic programming to test the actual integrations. More research and integration will help to expose how Oracle HCM APIs might transform HR business processes.

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