



Oracle HCM Configuration Audit

Tenant: Acme Corp (Oracle Demo) mock

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Executive Summary

EXECUTIVE VERDICT

Acme Corp's Oracle HCM Cloud environment presents a critical security risk with an overall health score of 32/100, requiring immediate intervention. The primary risk profile is access governance failure, with five terminated employees retaining active Oracle HCM roles alongside multiple broken payroll formulas that compromise financial accuracy and regulatory compliance.

PRIORITY RISK ANALYSIS

The most urgent threat stems from systematic access control breakdown, where terminated employees jane.smith, bob.jones, claire.wu, david.okafor, and elena.petrov retain active Oracle HCM role assignments despite inactive worker status. A terminated employee retaining Oracle HCM access can view confidential personnel records, process payroll, modify compensation data, or exfiltrate sensitive HR information — with no accountability or detection. This exposure violates SOX §404 ITGC Logical Access Controls, GDPR Art. 5 Data Minimisation, ISO 27001 A.9.2.6 Removal of Access Rights, and HIPAA §164.312(a)(2)(i), creating immediate audit findings and potential regulatory penalties.

Compounding this security crisis are three critical payroll formula compilation failures affecting SALARY_CALCULATION_GLOBAL, BONUS_PRORATION_FORMULA, and OVERTIME_CALCULATOR. A Fast Formula that fails to compile is not executed — meaning any payroll calculation, deduction, or eligibility rule that depends on it produces incorrect results or is silently skipped. These failures threaten DOL Wage and Hour Regulations compliance and SOX ITGC Financial Reporting Accuracy requirements, potentially resulting in incorrect employee compensation and financial misstatements.

REMEDIATION ROADMAP

The remediation effort spans 15 total findings (10 High severity, 5 Medium severity) requiring 143–396 hours of coordinated work across IT Security, HR Systems Administration, and Payroll Specialist teams. The IT Security and HR Systems Administrator teams must be engaged first to address the five terminated worker access violations, requiring 100–200 hours for immediate revocation and automation setup. Simultaneously, Payroll Specialists must resolve the three formula compilation errors requiring 12–48 hours to restore payroll calculation integrity. The remaining seven medium-priority findings require additional coordination but should be addressed after the critical security and payroll issues are resolved.

DISCLAIMERS

1. This report reflects tenant configuration as of 2026-05-13. Configuration may have changed subsequently.
2. This audit accessed only system configuration objects. No individual employee records, compensation data, or personal information was accessed or processed.
3. Findings represent automated configuration analysis against industry-practice benchmarks. They are not legal opinions, regulatory compliance certifications, or guarantees of security.
4. Findings should be reviewed by qualified HR platform professionals before remediation. Some configurations may be intentional based on business requirements not visible through configuration analysis alone.
5. Risk thresholds used in this report are industry practitioner conventions. Where no official vendor threshold exists, this report discloses this. Oracle HCM Cloud does not publish mandatory numeric thresholds for these metrics.

FINDINGS

15 issues identified

1. Terminated worker "jane.smith" retains active Oracle HCM roles

SECURITY [HIGH]

Worker "jane.smith" has an inactive/terminated worker status but still holds 1 active Oracle HCM role assignment(s). Impact: Former employee retains Oracle HCM access — immediate revocation required.

2. Terminated worker "bob.jones" retains active Oracle HCM roles

SECURITY [HIGH]

Worker "bob.jones" has an inactive/terminated worker status but still holds 1 active Oracle HCM role assignment(s). Impact: Former employee retains Oracle HCM access — immediate revocation required.

3. Terminated worker "claire.wu" retains active Oracle HCM roles

SECURITY [HIGH]

Worker "claire.wu" has an inactive/terminated worker status but still holds 1 active Oracle HCM role assignment(s). Impact: Former employee retains Oracle HCM access — immediate revocation required.

4. Terminated worker "david.okafor" retains active Oracle HCM roles

SECURITY [HIGH]

Worker "david.okafor" has an inactive/terminated worker status but still holds 1 active Oracle HCM role assignment(s). Impact: Former employee retains Oracle HCM access — immediate revocation required.

5. Terminated worker "elena.petrov" retains active Oracle HCM roles

SECURITY [HIGH]

Worker "elena.petrov" has an inactive/terminated worker status but still holds 1 active Oracle HCM role assignment(s). Impact: Former employee retains Oracle HCM access — immediate revocation required.

6. Fast Formula "SALARY_CALCULATION_GLOBAL" has a compilation error

COMPENSATION [HIGH]

Fast Formula "SALARY_CALCULATION_GLOBAL" (type: Oracle Payroll) failed to compile. Error: Undefined variable GRADE_STEP_RATE referenced at line 47 — element may have been retired in 24C update Impact: Broken payroll formula may cause incorrect payroll calculations.

7. Fast Formula "BONUS_PRORATION_FORMULA" has a compilation error

COMPENSATION [HIGH]

Fast Formula "BONUS_PRORATION_FORMULA" (type: Oracle Payroll) failed to compile. Error: Function GET_TABLE_VALUE: table BONUS_RATES not found — verify element link configuration Impact: Broken payroll formula may cause incorrect payroll calculations.

8. Fast Formula "OVERTIME_CALCULATOR" has a compilation error

COMPENSATION [HIGH]

Fast Formula "OVERTIME_CALCULATOR" (type: Oracle Payroll) failed to compile. Error: Division by zero at line 12 — STANDARD_HOURS may be null for contractor assignments Impact: Broken payroll formula may cause incorrect payroll calculations.

9. Fast Formula "INPATRIATE_SHADOW_PAYROLL" has a compilation error

COMPENSATION [HIGH]

Fast Formula "INPATRIATE_SHADOW_PAYROLL" (type: Oracle Payroll) failed to compile. Error: Package SHADOW_PAY_PKG does not exist — may require patch 36872451 Impact: Broken payroll formula may cause incorrect payroll calculations.

10. Failed HDL data load: Worker

INTEGRATIONS [MEDIUM]

An HCM Data Loader job for business object "Worker" failed with 47 error(s). The data submitted was not written to Oracle HCM. Impact: Worker data was not loaded into Oracle HCM — downstream records may be out of date.

11. Failed HDL data load: Assignment

INTEGRATIONS [MEDIUM]

An HCM Data Loader job for business object "Assignment" failed with 23 error(s). The data submitted was not written to Oracle HCM. Impact: Assignment data was not loaded into Oracle HCM — downstream records may be out of date.

12. Failed HDL data load: Salary

COMPENSATION [HIGH]

An HCM Data Loader job for business object "Salary" failed with 8 error(s). The data submitted was not written to Oracle HCM. Impact: Payroll data load failure — compensation records may be incomplete or incorrect.

13. Approval task "ApprovalTask" pending for 62 days

BUSINESS PROCESSES [MEDIUM]

A "ApprovalTask" approval task has been pending for 62 days without action. Impact: Approval workflow has been pending for 62 days without resolution.

14. Approval task "ApprovalTask" pending for 48 days

BUSINESS PROCESSES [MEDIUM]

A "ApprovalTask" approval task has been pending for 48 days without action. Impact: Approval workflow has been pending for 48 days without resolution.

15. Approval task "ApprovalTask" pending for 35 days

BUSINESS PROCESSES [MEDIUM]

A "ApprovalTask" approval task has been pending for 35 days without action. Impact: Approval workflow has been pending for 35 days without resolution.

Remediation Plan

P1 Terminated worker "jane.smith" retains active Oracle HCM roles

- Navigate to Oracle HCM Security Console! Users.
- Search for the terminated worker named in this finding.
- Confirm the worker status shows Terminated with a past effective date.
- Click Remove All Roles to revoke all active role assignments, or remove each role individually.

- Set the user account status to Inactive to prevent any future login.
- To prevent recurrence: search 'Manage HCM Information' and enable 'Automatically Suspend User Accounts for Terminated Workers' with a delay of 0 days (same-day termination).
- Run the 'Terminated Workers with Active Accounts' report weekly to confirm automation is working.

P1 Terminated worker "bob.jones" retains active Oracle HCM roles

- Navigate to Oracle HCM Security Console !' Users .
- Search for the terminated worker named in this finding.
- Confirm the worker status shows Terminated with a past effective date.
- Click Remove All Roles to revoke all active role assignments, or remove each role individually.
- Set the user account status to Inactive to prevent any future login.
- To prevent recurrence: search 'Manage HCM Information' and enable 'Automatically Suspend User Accounts for Terminated Workers' with a delay of 0 days (same-day termination).
- Run the 'Terminated Workers with Active Accounts' report weekly to confirm automation is working.

P1 Terminated worker "claire.wu" retains active Oracle HCM roles

- Navigate to Oracle HCM Security Console !' Users .
- Search for the terminated worker named in this finding.
- Confirm the worker status shows Terminated with a past effective date.
- Click Remove All Roles to revoke all active role assignments, or remove each role individually.
- Set the user account status to Inactive to prevent any future login.
- To prevent recurrence: search 'Manage HCM Information' and enable 'Automatically Suspend User Accounts for Terminated Workers' with a delay of 0 days (same-day termination).
- Run the 'Terminated Workers with Active Accounts' report weekly to confirm automation is working.

P1 Terminated worker "david.okafor" retains active Oracle HCM roles

- Navigate to Oracle HCM Security Console !' Users .
- Search for the terminated worker named in this finding.
- Confirm the worker status shows Terminated with a past effective date.
- Click Remove All Roles to revoke all active role assignments, or remove each role individually.
- Set the user account status to Inactive to prevent any future login.
- To prevent recurrence: search 'Manage HCM Information' and enable 'Automatically Suspend User Accounts for Terminated Workers' with a delay of 0 days (same-day termination).
- Run the 'Terminated Workers with Active Accounts' report weekly to confirm automation is working.

P1 Terminated worker "elena.petrov" retains active Oracle HCM roles

- Navigate to Oracle HCM Security Console !' Users .
- Search for the terminated worker named in this finding.
- Confirm the worker status shows Terminated with a past effective date.
- Click Remove All Roles to revoke all active role assignments, or remove each role individually.
- Set the user account status to Inactive to prevent any future login.
- To prevent recurrence: search 'Manage HCM Information' and enable 'Automatically Suspend User Accounts for Terminated Workers' with a delay of 0 days (same-day termination).
- Run the 'Terminated Workers with Active Accounts' report weekly to confirm automation is working.

P2

Failed HDL data load: Worker

- Navigate to Tools ! HCM Data Loader ! Data Load Work Area (or 'Import and L Maintenance).
- Find the failed data set for the object type named in this finding (status: Error).
- Click 'HCM Data Loader Error Analysis Report' to view the detailed error messages.
- Click 'Extract Failed Lines' to download the specific records that failed as a .dat file.
- Correct the data issues in the source file based on the error messages (common issues: missing required fields, invalid reference values, incorrect date formats).
- Re-upload the corrected file and click 'Load' to resubmit.
- Monitor the data set status until it shows 'Completed Successfully'.

P2

Failed HDL data load: Assignment

- Navigate to Tools ! HCM Data Loader ! Data Load Work Area (or 'Import and L Maintenance).
- Find the failed data set for the object type named in this finding (status: Error).
- Click 'HCM Data Loader Error Analysis Report' to view the detailed error messages.
- Click 'Extract Failed Lines' to download the specific records that failed as a .dat file.
- Correct the data issues in the source file based on the error messages (common issues: missing required fields, invalid reference values, incorrect date formats).
- Re-upload the corrected file and click 'Load' to resubmit.
- Monitor the data set status until it shows 'Completed Successfully'.

P2

Approval task "ApprovalTask" pending for 62 days

- Navigate to Oracle HCM BPM Worklist (or Approval Workload Management under Setup and Maintenance).
- Find the task named in this finding and review the assigned approver and current status.
 - If the approver is unavailable: use Admin ! Reassign Task to route to an activ
- Confirm the task is actioned (approved or rejected) within 2 business days of reassignment.
- To prevent recurrence: configure escalation rules in the BPM configuration to auto-escalate tasks after 14 days.

P2

Approval task "ApprovalTask" pending for 48 days

- Navigate to Oracle HCM BPM Worklist (or Approval Workload Management under Setup and Maintenance).
- Find the task named in this finding and review the assigned approver and current status.
 - If the approver is unavailable: use Admin ! Reassign Task to route to an activ
- Confirm the task is actioned (approved or rejected) within 2 business days of reassignment.
- To prevent recurrence: configure escalation rules in the BPM configuration to auto-escalate tasks after 14 days.

P2

Approval task "ApprovalTask" pending for 35 days

- Navigate to Oracle HCM BPM Worklist (or Approval Workload Management under Setup and Maintenance).
- Find the task named in this finding and review the assigned approver and current status.
 - If the approver is unavailable: use Admin ! Reassign Task to route to an activ
- Confirm the task is actioned (approved or rejected) within 2 business days of reassignment.
- To prevent recurrence: configure escalation rules in the BPM configuration to auto-escalate tasks after 14 days.