Oracle Fusion Cloud - Human Capital Management Course content

Modules:

- Oracle Fusion HCM Global Human Resources
- Oracle Fusion HCM Talent Management
- Oracle Fusion HCM Absence Management
- Oracle Fusion HCM Time and Labor
- Oracle Fusion HCM Compensation Management
- Oracle Fusion HCM Payroll

Oracle Fusion HCM Global Human Resources:

Core HR:

- Overview of Functional Setup Manager
- Creation of implementation users, assign implementation tasks to users and run LDAP process
- Overview of roles
- Manage geographies
- Manage geography lookups
- Manage locations
- Manage location lookups
- Manage actions and action reasons
- Manage Enterprise Structure
- Creation of enterprise structure
- Manage divisions
- Manage legal entity
- Manage business unit
- Reference data sets
- Manage Business unit set assignment
- Manage Location reference set

- Manage legal entity HCM information
- Manage descriptive flex fields
- Manage Legislative data group
- Manage departments
- Manage organization (optional)
- Manage currencies (optional)
- Manage Work Structure
- Manage jobs
- Manage positions
- Manage HCM position hierarchy, Manage lookups – (optional)
- Manage grades
- Manage trees
- Manage geography trees
- Manage department trees
- Manage organization trees
- Manage position trees

Person Management:

- Add a person,
- Hire an employee,
- Add a contingent worker,
- Add a non-worker,
- Add pending worker
- Common Transactions – Manage employment, promote an employee, terminate an employee, transfer an employee, rehiring the employee, manage allocated checklist, manage areas of responsibility)

Profile Management

- Introduction to Profile Management
- Manage workforce profile lookups
- Manage workforce profile value sets
- Manage workforce profile descriptive flex fields
- Manage profile rating models
- Manage educational establishments
- Manage profile content types
- Manage content subscribers
- Manage profile content items

- Manage profile types
- Manage instance qualifiers
- Manage questionnaire lookups
- Manage question library
- Manage questionnaire templates
- Manage questionnaires

Oracle Fusion HCM Talent Management:

Career Development:

- Introduction to Oracle Fusion HCM Career Development
- Lookups
- Select feature choices
- Manage goal library

Goal Management:

- Introduction to goal management
- Manage worker goal setting lookups
- Manage goals value sets
- Manage worker goal descriptive flex-fields
- Manage worker goal setting profile options
- Manage goal management notifications
- Manage goal library
- Manage review periods
- Manage goal plans
- Manage goal eligibility profiles

Performance Management:

- Introduction of Oracle Fusion HCM Performance Management
- Manage performance lookups
- Manage performance value sets
- Manage worker performance descriptive flex-fields
- Manage worker performance profile option values
- Manage performance notifications
- Manage performance roles
- Manage talent eligibility profiles
- Manage eligibility batch process

- Manage performance process flows
- Manage performance template sections
- Manage performance document types
- Manage performance templates
- Manage target rating distribution
- Manage performance and potential box chart labels

Talent Review:

- Introduction of Oracle Fusion HCM Talent Review
- Manage talent review lookups
- Manage talent review value sets
- Manage talent review descriptive flex-fields
- Manage talent review profile options values
- Manage talent review notifications
- Configure talent review dashboard options

Succession Management:

- Introduction of succession management
- Manage succession management lookups

Oracle Fusion HCM Absence Management:

- Introduction of Oracle Fusion HCM Absence Management
- Lookups, value sets, and flex fields.
- Work Shifts
- Workday pattern
- Work schedule
- Calendar event
- Derived factors
- Eligibility factors
- Absence reasons
- Absence certifications
- Absence plan
- Absence types

- Absence categories
- Managing repeating time periods
- Configure absence batch parameters
- Schedule and monitor processes
- Fast formula's

Oracle Fusion HCM Time and Labor:

Define Time and Entry Configuration

- Manage workforce management lookups
- Manage time and labor value sets
- Manage workforce management value sets
- Manage repeating time periods
- Generate data dictionary time attributes
- Generate time card fields
- Manage custom time attributes
- Manage time entry layout components
- Manage time layout sets
- Manage time categories
- Manage time consumer sets
- Manage HCM groups
- Evaluate HCM group memberships
- Manage workday definitions

Define Time Rules

- Manage fast formulas
- Manage time repository rule templates
- Manage time repository rules
- Manage time repository rule sets
- Manage time balance dimensions
- Manage time balance definitions
- Manage time allocations

Define Time and Labor Setup Profiles

- Manage worker time processing profiles
- Manage worker time entry profiles

Define Time Device Configuration

- Manage time device event mapping
- Manage time device event mapping sets
- Manage time device export data
- Manage time device processing profiles
- Export time device configuration
- Generate time cards from time collection devices

Oracle Fusion HCM Compensation Management:

- Introduction of Oracle Fusion HCM Compensation Management
- Manage Derived Factors
- Manage Eligibility Profiles
- Manage Salary
- Manage Salary Basis
- Configure Compensation Plan
- Configure Compensation Budgets
- Configure Compensation Worksheets
- Configure Models and Reports
- Validation and Processing the Compensation Plan

Oracle Fusion Payroll:

- Introduction of Oracle Fusion Payroll
- Consolidated group
- Payroll definitions
- Flex fields
- Elements
- Costing
- Salary Basis
- Earning elements
- Deduction elements
- Balance and feeds

- Payroll processing
- Assigning payroll to an employee
- Assigning payment methods to an employee
- Employee pays lip

Technical:

- Spreadsheet data loaders
- Security
- Personalization
- Fast formulas
- HCM Extract