

Soft Online Training

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Fusion HCM Course Content

Functional Concepts:

1. Functional Setup Manager
2. Core HR
3. Payroll
4. Profile Management
5. Goal Management
6. Performance Management
7. Absence Management
8. Talent Management
9. Talent Review
10. Compensation
11. Security
12. OTL

Technical Concepts:

1. HCM Data loader
2. Spreadsheet Data Loader
3. Data Conversion/Inbound Integration
4. Outbound Interface/Reporting Tools
5. Personalization's
6. Workflows
7. Fast Formulas
8. BI Reports
9. HCM Extracts
10. FBL

Getting started with

- Implementation

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- Initial activities for Oracle
- Fusion Implementation
- Preparing Fusion Applications
- User Management
- Configuration
- Role Management
- Create Implementation Users
- Using the FA Super User
- Synchronizing Users and Roles in LDAP with Fusion HCM
- Initial Users.
- FA Super User / Installation user
- IT Security Manager User
- Functional Setup Manager
- Introduction to Functional Setup Manager
- Offerings
- Options
- Features
- Fusion HCM Business Process

Workforce Deployment

- Human Resource
- Global Payroll
- Workforce Lifecycle Manager

Workforce Development

- Profile Management
- Performance & Goal Management
- Talent Review

Workforce Compensation

- Compensation Management

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Core HR

- Implementation Tasks
- Create Implementation Project
- Manage Geographies
- Define Currencies
- Define Locations
- Manage Enterprise Creation
- Enterprise Structure
- Enterprise Components
- Enterprise Divisions
- Legal entities
- Business Units
- Reference
- Data sets
- Manage Work Structures
- Organizations
- Grades
- HCM Security Profiles
- Role Mapping

Employment Model

Two-Tier Model consists of two entities

- Work Relationship
- Assignment

Three-Tier Model consists of three entities

- Work Relationship
- Employment Terms
- Assignment

Work Structures

- Locations

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- Grades
- Jobs
- Positions

HCM Configuration Concepts

- Worker Number
- Workday Information
- Person Name – Language
- Calendar events
- Person Name Formats
- Assignment Status
- Effective Dates
- Actions
- Action Reasons
- Setup Tasks

Show Configurations for Below Implementation Project

- Locations
- Enterprise
- Legal Address
- Legal Entities
- Division
- Business Units
- Departments
- Jobs
- Positions
- Grades

Payroll:

- Course Overview
- Payroll Introduction

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- HCM Security
- Common Application
- Configuration
- Define Payroll Business Definitions
- Define Pay Frequencies
- Define Payroll Elements
- Create Element Entries
- Define Fast Formulas
- Define Balance Definitions
- Calculate Payroll
- Define Events
- Define Payment Methods
- Calculate Payroll
- Define Events
- Define Payment Methods
- Define Payroll Costing
- Define Object Groups
- Define Payroll Flow Patterns
- Define Security for Payroll
- Run Payroll
- Course Summary

Oracle HCM Cloud: Profile, Goal and Performance Management

- Lesson and Course Objectives
- Introducing Oracle Fusion Talent Management
- Introducing Talent Management
- Main Business Activities
- Demonstrating Oracle Fusion
- Applications Help
- Security and Functional Setup
- Manager Overview
- Role-Based Access Control
- Role Types
- Security Reference Implementation
- Talent Management Job

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- Roles
- Talent Management Duties and Privileges by Application
- Functional Setup Manager Overview
- Job Roles with Functional Setups Duty
- Creating Implementation Projects and Assigning Implementation Tasks
- Define Talent Profile Settings
- Profile Management
- Profile Management
- Integrations and Setup
- Define Talent Profile Content
- Setting Up Talent Profile Content
- Content Library, Content Types and Content Items
- Define Rating Models and Talent Profiles
- Rating Models
- Profile Types and Components
- Instance Qualifiers
- Writing Assistant
- Manage Talent Profiles
- Access to Talent Profiles
- Using Team Talent and Talent Profile Cards
- Using Compare Items and Best Fit
- Manage Common Talent Objects
- Creating Review Periods
- Managing Performance Document Types
- Managing the Goal Library
- Talent Management Notifications
- Auditing Talent Management Business Objects

Goal Management Concepts

- Goal Management Concepts and Actions
- Goal Management Setup
- Lookups, Flex fields and Profile Options

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- Managing Goal Plans
- Creating Goal Plans
- Managing Goal Plan Sets
- Using Goal Management
- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals
- Approving Goals
- Define Questionnaires
- Questionnaire Concepts
- Managing Questions
- Question Library
- Question and Response Types
- Questionnaire Templates
- Creating Questionnaires
- Understanding and Defining Worker Performance
- Performance Management Overview
- Performance Profile Options and Descriptive Flex fields
- Performance Roles and Matrix Management
- Eligibility Profiles and Process Flow Definitions
- Configuring Sections, Document Types and Templates
- Performance Templates and Performance Template Sections
- Using Performance Management
- Performance Documents and Worker Evaluations
- Administration and Monitoring Tasks for Worker Performance
-

Absence Management

- Absence Management Setup
- Components
- Absence Management Supporting Setup Components
- Defining Accrual Plan Attributes and Participation
- Absence Plans Overview
- Absence Plan Types
- Accrual Plans Overview
- Accrual Plan Attributes
- Eligibility Profiles Overview
- Defining Accrual Limits, Rates, and Balances

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- Defining Accruals
- Repeating Time Periods
- Accrual Plan Limits Fusion HCM
- Setting Up Qualification Plans and No Entitlement Plans
- Qualification Plans
- Qualification Plan Attributes
- Qualification Plan Term Types
- Fast Formulas in Absence Management
- Formula Usage for Absence Plans and Absence Types
- Absence Types, Reasons, Categories, and Certifications
- Absence Management Setup Framework
- Absence Type Overview
- Absence Pattern and Features
- Plans and Reasons for Absence Types
- Scheduling and Maintaining Absences
- Managing Absence Records and Entitlements
- Absence Recording Overview
- Absence Approvals
- Scheduling and Monitoring Absence Processes

Time and Labor

- Repeating Time Periods
- Time Card Layout Components
- Layout Sets
- Manage HCM Groups
- Create Time card Components
- Time Card Calculation Rule Templates
- Time Card Calculation Rules
- Worker Time Entry Profile
- Time Processing Profile
- Loading of Timecards

TECHNICAL MODULES

- HCM Data Loader
- Spread Sheet Data Loader
- Payroll Batch Loader

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- OTBI Reports
- Personalization
- Workforce
- Fast Formulas
- Dashboards
- Analysis
- Data conversion/In bound interface
- Outbound interface/Reporting tools
- BI reports
- HCM extracts
- FBL

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