



ORACLE FUSION HCM COURSE CONTENT

Functional Modules

- Functional Setup Manager
- Core HR
- Payroll
- Performance Management
- Talent Management
- Goal Management
- Absence Management
- Oracle Time & Labour

Technical Topics

- OTBI Report Basics
- BI Reports Basics
- HCM Data Loader
- Spreadsheet Data Loader
- Fast Formulas
- FBL
- HCM Extracts



Functional Setup Manager

- ✓ Getting started with Fusion Applications
- ✓ Initial activities for Oracle Fusion Implementation
- ✓ Preparing Fusion Applications
- ✓ User Management
- ✓ Role Management
- ✓ Create Implementation Users Using the FA Super User
- ✓ Synchronizing Users and Roles in LDAP with Fusion HCM
- ✓ Introduction to Functional Setup Manager

Creation of Implementation Project

- ✓ Offerings
- ✓ Options
- ✓ Features
- ✓ Fusion HCM Business Process Overview`

Core HR

- ✓ Implementation Tasks
- ✓ Manage Geographies
- ✓ Define Currencies
- ✓ Define Locations
- ✓ Manage Enterprise Creation
- ✓ Enterprise Structure
- ✓ Enterprise Components
- ✓ Divisions
- ✓ Legal entities
- ✓ Business Units
- ✓ Reference Data Sets
- ✓ Manage Work Structures
- ✓ Departments



- ✓ Jobs
- ✓ Positions
- ✓ Grades & Grade Rates
- ✓ HCM Security Profiles
- ✓ Role Mapping
- ✓ Profile options

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 Structure

- ✓ Departments
- ✓ Jobs
- ✓ Job Families
- ✓ Positions
- ✓ Grades

Global Payroll

- ✓ Payroll Introduction
- ✓ HCM Security
- ✓ Common Application Configurations
- ✓ 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
- ✓ Define Payroll Costing
- ✓ Payroll flex fields
- ✓ Define Object Groups
- ✓ Define Payroll Patterns
- ✓ Define Security For Payroll
- ✓ Run Payroll
- ✓ Payslip overview
- ✓ Security for Payroll

Profile, Goal and Performance Management

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

Talent 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 Setup
- ✓ Lookups, Flex fields and Profile Options
- ✓ Managing Goal Plans
- ✓ Creating Goal Plans
- ✓ Managing Goal Plan Sets
- ✓ Using Goal Management
- ✓ Administering and Mass Assigning Goals
- ✓ Managing Worker and Organization Goals ApprovingGoals
- ✓ Define Questionnaires
- ✓ Questionnaires Concepts
- ✓ Managing Questions
- ✓ Question Library
- ✓ Question & Response Types
- ✓ Questionnaire Templates
- ✓ Creating Questionnaire



- ✓ Understanding and Defining Worker Performance
- ✓ Performance Management Overview
- ✓ Performance Profile Options and Descriptive Flexfields
- ✓ 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 Plan Types
- ✓ Accrual Plans Overview
- ✓ Accrual Plan Attributes
- ✓ Eligibility Profiles Overview
- ✓ Defining Accrual Limits, Rates, and Balances
- ✓ 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



Tech Leads IT

- ✓ 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 Concepts

- ✓ OTBI Reports
- ✓ BI Reports
- ✓ Data Conversion/Inbound Interface
- ✓ Fast Formulas
- ✓ HCM Data Loader
- ✓ Spreadsheet Data Loader
- ✓ HCM Extracts