

Fusion HCM Course Content

Getting started with

Implementation

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

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

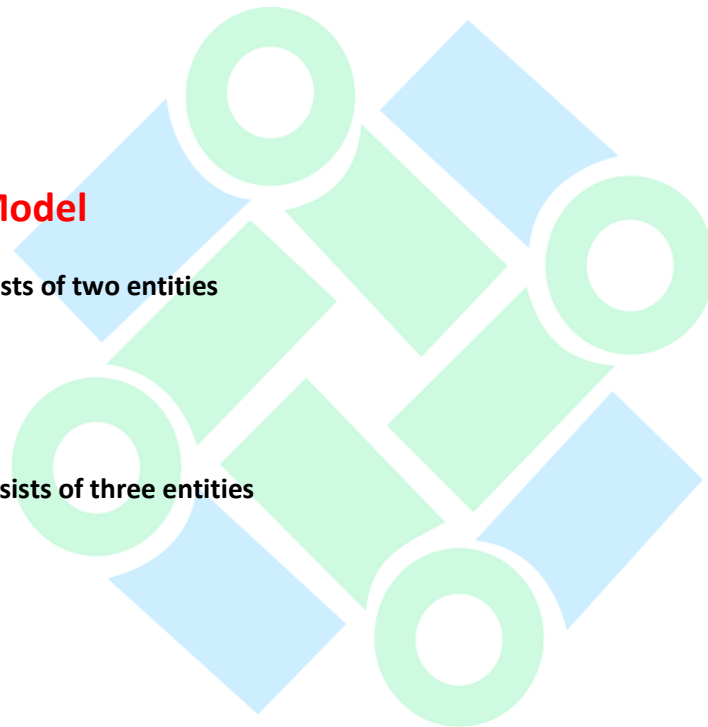
Work Structures

Locations

Grades

Jobs

Positions



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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

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

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

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 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 Plans Overview

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

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.

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TECHNICAL MODULES

HCM Data Loader

Spread Sheet Data Loader

Payroll Batch Loader

OTBI Reports

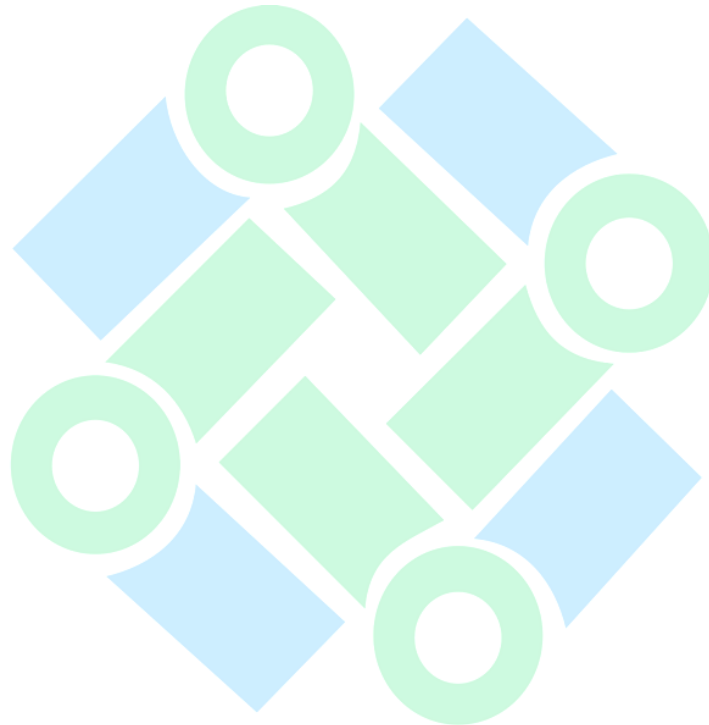
Personalization

Workforce

Fast Formulas

Dashboards

Analysis



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