Fusion HCM

**CORE HR**

- **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:**
- OIM Administrator User
- FA Super User / Installation User:
- IT Security Manager User

**Functional Setup Manager**

- Introduction to Functional Setup Manager
  - Offerings
  - Options
  - Features
- Fusion HCM Business Process
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- **Workforce Deployment**
  - Human Resource
  - Global Payroll
  - Workforce Lifecycle Manager
  - Workforce Predictions

- **Workforce Development**
  - Network at Work
  - Performance & Goal Management

- **Talent Review**

- **Workforce Rewards**
  - Compensation Management
  - Incentive Compensation

- **Benefit Management**

- **Implementation Tasks**
  - Create Implementation Project
  - Manage Geographies
  - Define Currencies
  - Define Locations
  - Manage Enterprise Creation
    - Enterprise Structure
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- 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
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**Work Structures**
- Locations
- 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
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- **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
  - Define Payroll Costing
  - Define Object Groups
  - Define Payroll Flow Patterns
  - Define Security For Payroll
  - Run Payroll
  - Course Summary
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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
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- **Goal Management Concepts**
  - Goal Management Concepts and Actions
  - Goal Management Setup
  - Lookups, Flexfields 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
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- **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
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- 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
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