

Fusion Core HR - Global Human Resources

- Establishing Enterprise Structures Using the ESC
- Reviewing the Enterprise Structure Configuration
- Viewing the Technical Summary Report
- Loading the Configuration and Rolling Back
- Legal Entity Role
- Legal Entity Considerations
- Legal Entity and its Relationship to Divisions
- Legal Reporting Units Overview
- Legislative Data Groups
- Defining Locations
- Defining HCM Organizations
- Actions and Action Reasons
- Collective Agreements
- Geography Model
- Geography Structure
- Workforce Structure
- Employment Model
- HR Transaction (Hire to Retire process)
- Potraits(ESS/MSS)
- Flexfields (DFF, EFF, KFF)
- Value set
- Lookup Values

Employment Model

- Two-Tier Employment Model
- Two-Tier Model: Single Assignment
- Two-Tier Model: Multiple Assignments
- Two-Tier Model: Single Assignment with Contract

HCM Organization Tree

- Organization Tree
- Department Tree
- Position tree
- Geography tree

Define Grades

- Grades Setup and Maintenance
- Defining Grades
- Defining Grade Rates
- Defining Grade Ladders

Define Jobs

- Jobs Setup and Maintenance
- Lookups for Jobs
- Grades
- Job Families

Define Positions

- Positions Setup and Maintenance
- Lookups for Positions
- Positions Example: Retail Industry

Fusion Payroll

- Payroll definitions
- Element Creation
- Calculate payroll
- Quick pay
- Costing
- Payroll Batch Loader
- Fast Formulas

Fusion Absence Management

- Overview
- Accrual Plan Attributes and Participation
- Absence Plans
- Accrual Plan
- Accrual Plan Participation
- Eligibility Profiles
- Derived Factors
- Absence Plans and Payroll
- Qualification Plans, Attributes and Participation
- Rate Definitions and Elements
- Absence Management Setup Framework
- Absence Types and display features
- Absence Certifications
- Managing Absence records and entitlements
- Schedule and Monitor absence process

Fusion Compensation Management

- Grade
- Grade rates
- Salary
- Salary basis

- Individual compensation
- Workforce Compensation
- Compensation Change Statement
- Total Compensation Statement

Fusion Security

- Overview of Fusion Security
- Understanding types of roles e.g. job role, data role, abstract roles, duties, aggregative privileges etc
- Roles customization using security console
- Security Profiles
- Setting up data roles

Fusion Profile Management

- Content Library
- Content items
- Content type
- Model Profiles

Fusion Goal Management

- Goal Plan
- Goal Plan Set
- Administrator Goal

Fusion Performance Management

- Performance Template
- Questionnaires
- Rating Model
- Tasks

Fusion Succession Management

- Succession plan
- Talent Pool

Talent Review

- Talent Review Meeting

Personalizations using Sandbox and Page Composer

- Create Sandbox
- Delete Sandbox
- Activate Sandbox

- Deactivate Sandbox
- Publish Sandbox
- Export Sandbox
- Import Sandbox
- Add, move, delete, show, or hide components on a page
- Change a page layout
- Create a site-level search for all users
- Customize a page title
- Customize a task list menu
- Customize popup window content
- Customize attributes for a flexfield on a page
- Customize properties for UI components on a standard page
- Logo upload
- Hide/Enable field
- Renaming the fields
- Hide/Enable Structure menu icons

HCM Extracts

- Create New Extracts
- Changes only extract
- Root connect
- E-text template

Data Conversion and Load

- Introduction to Spreadsheet Loader
- Examples of Spreadsheet Loader
- Introduction to HCM Data Loader (HDL)
- HDL Data Flow
- Supported Key Types
- Object References
- Key Resolution Sequence
- Fusion HCM Business Object Structure
- Zip File Structure
- Dat File Structure
- File Line Instruction Tags
- File Discriminators
- Line Structuring
- Line Ordering
- Preparing and Validating Source Data
- Generating and modifying Templates
- Handling Flexfields
- Reviewing Enterprise Settings
- Data Migration Examples by HDL – Work Structure(Job, Grade, Location, Department, Org Tree)

- Introduction to Payroll Batch Loader
- Payroll Batch Loader examples like Bank, Bank Branches, Bank Account, Elements Eligibility, Personal Payment Method

OTBI

- New creation of reports
- Subject area

BI Reports

- Introduction to BI Reports
- Working example of BI Reports
- Create New Reports
- Subject area

Workflows

- Oracle Fusion HCM Workflow & Approval Management Overview
- Oracle Fusion HCM Approvals Setup and Maintenance
- Approval Rules
- Approver Types
- Oracle BPM Worklist Examples