



## Oracle Fusion HCM Functional

### Course Contents:

#### Oracle Cloud Global HR

- Oracle Fusion Applications Overview
- Oracle Fusion HCM Overview
- Oracle Fusion Deployment Options
- Oracle's Cloud Architecture

#### Introducing Oracle Fusion Setup Manager

- Application Implementation Lifecycle
- Planning an Implementation
- Configuring Offerings
- Generating Setup Task Lists
- Assigning Tasks to Users
- Maintaining Setup Data: Using Implementation Projects

#### Define Geographies

- Geography Model
- Geography Structure
- File-Based Import Process , Spread Sheet , HDL , PBL ... LOADER

#### Define Enterprise Structures

- Establishing Enterprise Structures
- Manage Enterprise
- Creating Legal Entities
- Creating Business Units
- Establishing Job and Position Structures
- Review and Load Configuration
- Define Enterprise HCM Information
- Define Legal Entities for HCM



### **Define Workforce Structures**

- Employment Model
- Actions and Reasons
- Defining Locations
- Defining Organizations

### **Define Grades, Jobs, and Positions**

- Define Grades, Rates, and Ladders
- Define Jobs, Job Families, and Positions
- Define Flexfields

### **Manage Workforce Lifecycle**

- Add Person
- Manage Employment Information
- Transfer, Promote, and Terminate Workers

### **Maintain Worker Directories**

- Person Gallery and Portrait
- Managing Gallery Portrait
- Defining Worker Directory

### **Define Workforce Profiles**

- Configure Talent Profile Settings
- Set Up Talent Profile Content
- Set Up Talent Profiles

### **Define Security for HCM**

- Role-Based Access Control
- Data Security
- Users and Role Provisioning

### **Define Approval Management for HCM**

- Manage Approval Rules and Notifications
- Creating an Approval Policy
- Oracle BPM Worklist



### **Define Workforce Records**

- Defining Availability
- Defining Person Record Values
- Defining Employment Record Values
- **Defining Documents**

### **Define Checklists and Workforce Predictions**

- Checklist Components
- Predictive Models

## **Oracle Cloud Global Payroll**

### **Overview**

- Implementing Global Payroll
- Payroll Data Loading: Overview

### **Payroll Task Lists**

- Prerequisite Tasks for Payroll Setup
- Payroll Setup Tasks for Financial
- Payroll Setup Tasks for Banks and Cash Management
- Define Payroll
- Define Earning and Deduction Definitions

### **Payroll Product Usage**

- Payroll Product Usage
- Setting Payroll Product Usage

### **Profile Options**

- Payroll Employment Hierarchy Profile Option
- Viewing and Editing Profile Option Values

### **Pay Frequency**

- Pay Frequency Components
- Consolidation Group Usage
- Payroll Definitions
- Managing Payroll Definitions



- Creating Payroll Definitions
- Using Time Definitions for Severance Pay
- Restricting Payroll Processing
- Object Groups

#### **User-Defined Tables**

- Creating a User-Defined Table for Matched Row Values
- Creating a User-Defined Table for a Range of Row Values
- User Table Validation Formula Type

#### **Fast Formulas**

- Using Formulas
- Writing a Fast Formula Using Formula Text
- Writing a Fast Formula Using Expression Editor
- Formula Compilation Errors

#### **Balance Definitions**

- Payroll Balance Definitions
- Balance Dimensions
- Balance Feeds
- Balances in Net-to-Gross Calculations
- Balance Exceptions
- Creating a Balance Exception Report

#### **Elements**

- Element Classifications
- Elements
- Element Eligibility

#### **Earnings and Absence Elements**

- Creating Earnings Elements for Payroll
- Creating Payroll Elements for Absence Management
- Creating Elements for Time Card Entries
- Net-to-Gross Earnings
- Creating a Net-to-Gross Earnings Element



## **Deductions**

- Creating Voluntary and Pre-statutory Deductions
- Creating Elements for Pension Deductions
- Entering Calculation Values for Pensions
- Adding Involuntary Deductions to a Calculation Card
- Fee and Proration Rules for Involuntary Deductions
- Involuntary Deduction Processing

## **Proration and Retroactive Pay**

- Payroll Event Groups
- Setting Up Element Proration
- Prorated Earnings and Deductions
- Creating a Proration Formula
- Retroactive Pay
- Adding a Retroactive Event Manually

## **Calculation Information**

- Payroll Calculation Information
- Payroll Calculation Information at the Legislative Level
- Calculation Cards
- Calculation Value Definitions
- Wage Basis Rules
- Calculation Factors

## **Rate Definitions**

- Rate Definitions
- Creating Rate Definitions
- Using the Rate Calculation Formula

## **Payment Methods**

- Bank, Branch, and Account Components
- Creating Account
- Entering Bank Information for Personal Payment Methods
- Organization Payment Methods
- Payment Methods and Payroll Definitions
- Setting Up Payment Sources in Organization Payment Methods
- Third-Party Payment Methods



### **Payroll Costing**

- Payroll Cost Allocation Key Flexfield Setup
- Cost Hierarchy
- Setting Up the Cost Allocation Key Flexfield
- Payroll Costing Elements
- Payroll Setup Tasks for Sub ledger Accounting
- Payroll Setup Tasks for Costing Accounts
- Payroll Setup Tasks for Transferring Costs to General Ledger
- Payroll Costing of Elements
- Payroll Cost Results
- Cost Allocation
- Costing for a Person
- Distributed Costing

### **Payroll Flow Patterns**

- Creating Payroll Flow Patterns
- Payroll Flow Pattern Parameters
- Payroll Flow Pattern Tasks Start and Due Dates
- Managing Corrective Tasks in a Payroll Flow Pattern
- Payroll Flow Checklist and Flow Tasks
- Creating a Payroll Flow Pattern to Reissue a Check
- Editing Payroll Flow Patterns
- Editing Payroll Flow Patterns
- Editing a Payroll Flow Pattern

### **Payroll Process Configuration**

- Payroll Process Configuration Groups
- Payroll Process Configuration Group Parameters
- Payroll Logging Parameters
- Parallel Processing Parameters

### **Security Profiles**

- Creating Payroll Security Profiles
- Payroll Flow Security and Flow Owners
- Creating Payroll Flow Security Profiles



## **Oracle Cloud Absence Management**

### **Overview**

- Implementing Absence Management
- Absence Management Components
- Worker Availability

### **Lookups, Value Sets, and Flexfields**

- Lookups
- Flexfields and Value Sets
- Flexfields

### **Formulas**

- Using Formulas
- Formulas for Absence Type Rules
- Formulas for Accrual Plan Rules
- Formulas for Qualification Plan Rules
- Writing a Fast Formula Using Formula Text
- Formula Performance Improvements
- Formula Compilation Errors
- Formula Execution Errors

### **Eligibility Profiles**

- Eligibility Components
- Derived Factors
- Derived Factors
- Range of Scheduled Hours
- Eligibility Profiles
- Eligibility Profiles
- Combining Eligibility Criteria or Creating Separate Profiles
- Creating an Eligibility Profile

### **Rate Definitions**

- Rate Definitions
- Creating Rate Definitions



## **Elements**

- Define Elements, Balances, and Formulas
- Elements: How They Work in Salary, Absence, Benefits, and Payroll

## **Date Effectivity**

- Date-Effective Objects in Absence Management
- Date Effectivity
- Correcting Date-Effective Objects
- Updating Date-Effective Objects

## **Absence Plans**

- Absence Plan Types
- Accrual Absence Plans
- Qualification Absence Plans

## **Absence Types, Reasons, and Categories**

- Absence Management Components
- Absence Display and Processing Rules
- Absence Start Date Validation Rule
- Absence Late Notification Assessment Rule
- Associating Concurrent Absence Plans with an Absence Type
- Prioritizing Absence Plans for an Absence Type
- Creating an Absence Type for Scheduling Vacation Time