



FUSION HCM – TECHNO FUNCTIONAL TRAINING

This document demonstrates the topics covered as part of the Fusion
HCM Techno Functional Training Course

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Oracle Fusion Human Capital Management (HCM) Training Course Curriculum

Functional:

- Module#1: Oracle Fusion HCM Global Human Resources – Basics & Advanced
- Module#2: Oracle Fusion HCM Absence Management – Basics & Advanced
- Module#3: Oracle Fusion HCM Payroll - Basics
- Module#4: Oracle Fusion Security – Basics & Advanced

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extracts
- OTBI

Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

Module#1

Oracle Fusion HCM – Core HR

Functional:

- Overview of Functional Setup Manager
- Creation of implementation users, assign implementation tasks to users and run LDAP process
- Overview of roles
- Manage geographies
- Manage geographies
- Manage geography lookups
- Manage locations
- Manage locations
- Manage location lookups
- Manage actions and action reasons
- Manage Enterprise Structure
- Creation of enterprise structure
- Manage divisions
- Manage legal entity
- Manage business unit
- Reference data sets
- Manage Business unit set assignment
- Manage Location reference set
- Manage legal entity HCM information
- Manage descriptive flex fields
- Manage Legislative data group
- Manage departments
- Manage organization (optional)
- Manage currencies (optional)
- Manage Work Structure
- Manage jobs
- Manage positions
- Manage positions
- Manage HCM position hierarchy, Manage lookups – (optional)
- Manage grades
- Manage trees
- Manage geography trees
- Manage department trees
- Manage organization trees
- Manage position trees

- Person Management: HR Transactions
 - Add a person, hire an employee, add a contingent worker, add a non-worker, add pending worker)
 - Common Transactions – Manage employment, promote an employee, terminate an employee, transfer an employee, rehiring the employee, manage allocated checklist, manage areas of responsibility)

Technical:

- Spreadsheet data loaders
- Personalization
- HDL Load

Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

Module#2

Oracle Fusion HCM Absence Management

Functional:

- Introduction of Oracle Fusion HCM Absence Management
- Lookups, value sets, and flex fields.
- Work Shifts
- Workday pattern
- Work schedule
- Calendar event
- Derived factors
- Eligibility factors
- Absence reasons
- Absence certifications
- Absence plan
- Absence types
- Absence categories
- Managing repeating time periods
- Configure absence batch parameters
- Schedule and monitor processes
- Fast formula's

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

Module#3

Oracle Fusion Human Capital Management HCM Training Payroll

Functional:

- Introduction of Oracle Fusion Payroll
- Consolidated group
- Payroll definitions
- Flex fields
- Elements
- Costing
- Salary Basis
- Earning elements
- Deduction elements
- Balance and feeds
- Payroll processing
- Assigning payroll to an employee
- Assigning payment methods to an employee
- Quick pay
- View run results
- Employee Payslip
- Reports
- Event groups

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

Module#4

Oracle Fusion Human Capital Management HCM Training Fusion Security

SECURITY OVERVIEW

- Role-Based Security Model
- Predefined HCM Roles
- Role Inheritance
- Role Types
- Security Privileges
- Customizing Security for Your Needs

SECURITY PROFILES AND DATA ROLES

- Data Security Through Security Profiles
- HCM Security Profile Types
- Predefined HCM Security Profiles
- HCM Security Profiles Best Practices
- Key Points for Creating Security Profiles
- Creating Security Profiles and Assigning to a New Data Role
- Assigning Security Profiles to Existing Roles
- Editing Security Profiles

USER AND ROLE PROVISIONING

- User Account Creation and Maintenance Scenarios
- User Account Provisioning
- Enterprise-Level User and Role-Provisioning Options
- Provisioning Roles to Users: Overview
- Defining Role-Provisioning Rules
- Integration with New Hire Flow
- Implementation Users
- Creating a New User and Assigning a Data Role

MANAGING JOB ROLES, ABSTRACT ROLES, DATA Roles

- Regenerating Data Roles
- Creating a New Job Role

- Creating a New Data Role and Assigning to User
- Creating a Custom Duty Role

USING SECURITY CONSOLE

- User Management / General Administration

SECURITY AND HCM REPORTING

- OTBI Security
- BI Publisher Security

Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3