Oracle HCM Cloud: Profile, Goal and Performance Management

Duration: 4 Days

What you will learn

This Oracle HCM Cloud: Profile, Goal and Performance Management course teaches you about the key concepts that determine a successful Oracle HCM Cloud Talent Management implementation. Using slides, demonstrations, case studies and hands-on activities, expert Oracle University instructors will teach you how to implement Talent Management products.

Learn To:

Configure talent profile settings.

Configure content types, content items, profile types and rating models.

Manage common objects used to manage talent.

Create, manage and assign goals and goal plans for workers and organizations.

Create questionnaires and the questions to populate them.

Configure templates to create performance documents; evaluate workers using these documents.

Use Social Network to enhance workforce collaboration.

Benefits to You

Ensure a smooth, rapid implementation of HCM Cloud Talent Management. Better understand the configuration options for Profile, Goal and Performance Mangement so that you can make improved decisions during your implementation. Efficiently perform critical functional and transactional Talent Management tasks so your organization can attract, retain, and motivate a superior workforce.

Security for Oracle Cloud HCM Cloud & Oracle Functional Setup Manager

Learn how Oracle Fusion uses job and data roles, role inheritance and security privileges to secure application functionality and data access. You'll also use Oracle Fusion Functional Setup Manager to configure and implement talent review settings and templates.

Oracle HCM Cloud Talent Management

This course will teach you to set up and manage specific Talent Management objects to integrate your profile, goal and performance tasks. You'll create goals for workers, managers, and organization owners to support the common objectives of your organization.

Set up and Manage Performance Evaluations

You'll set up and manage performance evaluations and questionnaires to measure and report worker performance.

This course is relevant for any customers using Fusion Applications through Release 11.1.11. It's beneficial for both Oracle Cloud and on-premises deployments.
Note:This course includes a preview of Release 12 new features

Audience
Configuration Implementer
End Users
Functional Implementer
Implementation Consultant
Security Administrators
Technical Administrator

Related Training

Suggested Prerequisites
HCM Cloud: Career and Succession Planning and Talent Review

Introduction to Oracle HCM Cloud

Introduction to Oracle Human Capital Mgmt Cloud

Course Objectives
Use Oracle Fusion Functional Setup Manager (FSM) to implement Profile, Goal and Performance Management within Workforce Development

Identify key concepts of Talent Management that determine a successful implementation

Use Oracle HCM Cloud Workforce Development to perform functional or transactional Talent Management tasks

Test your setup by entering data and performing common Profile, Goal and Performance Management processes

Course Topics

Course Overview

Lesson and Course Objectives
Course Schedule
Outline of Course Hands-On Activities
Oracle Fusion Resources

Introduction to the Oracle Fusion Applications Interface
Interface Overview
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
Introducing 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, 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 Organziation 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

Appendix: Manage Oracle Social Network
Benefits and Integrations of Oracle Social Network
Configuring Oracle Social Network for Talent Objects
Using Oracle Social Network with Goals
Using Oracle Social Network with Performance Documents