JD Edwards EnterpriseOne Human Resources Accelerated Rel 9.2

Employees and Jobs

- Base System Setup
- Business Process and Structure of Pay Types
- Pay Grades, Grade Steps, and Pay Rate Table Setup
- Job Master Table Setup
- Employee Master Table Setup - Manual
- Employee Master Table Setup - Template-based Quick Hire
- Employee Setup for Auto-Deposit, Labor Distribution, DBA instructions
- Job and Employee Supplemental Data Entry and Setup

Pay Types, Deductions, Benefits and Accruals

- Business Process and Function of the PDBA Structure
- Pay Type Setup including: Base pay, Overtime, Shift pay, Special tax considerations
- Deductions, Benefits and Accruals Setup including: DBA Hierarchy, Basis of Calculation, Special tax considerations, Arrearages, Table Calculations
- Special payment situations: repayment of loans and cash advances
- Accruals with rollovers
- Group Plans such as Union Benefits Plan setup

Recruiting

- Business Process and Function of the Recruitment Management Structure
- Position Budgets Setup and Function
- Requisition Setup and Processing
- Applicant Management
- Hiring Applicants – Manual
- Hiring Applicants – Template-based Quick Hire
- Processing Terminations
- High level overview of Government Reporting

Benefits Administration

- Business Process and Function of Benefits Administration
- Defining Pay Types, Deductions, Benefits and Accruals for the Benefits Administration System including Pay Type Tables, Date Codes, and Eligibility Testing
- Benefits Plans and Options Setup and Processing
- Benefits Groups and Categories Setup and Processing
- Enrollment Parameters, Fund Allocations
- Reviewing the Benefits Structure
- Flex Benefits using a points system Setup and Processing
- Enrolling Employees in Benefits Plans

Compensation

- Business Process and Function of Employee Compensation
- Pay Rates Setup and Features
- Pay Grade Step Progression

- Compensation Workbench projecting pay increases within budget with analysis and what-if scenarios
- Job Evaluation Setup and Use with Pay Range Formulas
- Modifying Employee Salaries

Competencies and Performance Management

- Business Process and Function of Competencies and Performance Management
- Competencies Management Structure Setup
- Job Competencies Setup in an Organizational Structure
- Employee Competencies Setup
- Setup of Competency Measurement Scales and Training Courses
- Gap Analysis
- Performance Appraisals Setup and Structure
- Performance Workbench Setup and Processing