

Oracle HCM Cloud: Global Human Resources

Duration: 4 Days

What you will learn

Learn To:

Use Oracle HCM Cloud: Functional Setup Manager (FSM) to implement Workforce Deployment.

Create jobs, positions, and grades and define person, employment values and manage documents.

Manage Geographies

Perform functional tasks like hiring persons, managing employment and maintain worker directories.

Set up your enterprise and workforce structures.

Define availability, set up work schedules and calendar events.

Use Person Spotlight, Directory, and Promote Worker.

Get an overview of HCM security.

Benefits to You

By taking this course, you'll develop the knowledge that will help you ensure a smooth, rapid implementation of Workforce Deployment. You'll better understand the key components and configuration options so you can make improved decisions during your implementation. Finally, you'll be able to optimize the setup of your organization's workforce structures and perform critical functional tasks so your HR team can effectively manage a global workforce.

Establish Enterprise and Workforce Structures

This course will also teach you how to establish enterprise, job and position structures. You'll create organizations, locations, departments and business units, while setting up two and three-tier employment models. Furthermore, you'll define grades, jobs and positions.

Manage Person, Employment & Worker Directories

You'll develop the skills to hire persons and manage their employment and work relationships. Learn how to transfer and promote workers and terminate work relationships, while managing worker directories. Perform the person search, line manager self-service and worker self-service functions.

Set Up Common Architecture

You will learn to set up common HCM components including geographies, enterprise structures, workforce structures, and enterprise scheduler jobs.

Audience

Configuration Consultant
Configuration Implementer
End Users
Functional Implementer
Implementation Consultant
Technical Consultant

Related Training

Suggested Prerequisites

Introduction to Oracle HCM Cloud

Introduction to Oracle Human Capital Management Cloud Course

Course Objectives

Use Functional Setup Manager (FSM) to implement Workforce Deployment

Use Global HR to perform functional tasks

Identify key components of Global HR

Understand key aspects of Workforce Deployment implementation

Course Topics

Course Overview

Lesson Agenda
Course Objectives
Course Audience
Course Schedule
Course Approach
Information Sources

Human Capital Management Overview

Oracle Human Capital Management
Global Human Resources
Oracle HR and Payroll Country Extensions
Oracle HR and Payroll Language Support

Introduction to the User Interface

Oracle Fusion Applications User Interface (UI)
Home Page

- Springboard
- Infolet Page
- Navigator Menu
- Settings and Actions

Functional Setup Manager: Enabling Offerings for Initial Use

- Implementing Oracle Fusion Applications
- Job Roles with Functional Setups User Permissions
- Application Implementation Manager
- Applications Implementation Consultant
- Functional Users
- Navigating to Functional Setup Manager
- Working with Configure Offerings
- Implementing Projects

Defining Geographies

- Geography Structure
- Deploying Geographies in United States, Canada, Other Countries
- Geography Hierarchy
- Geography Validation
- File-Based Import Process
- Analyzing Attribute Mapping

Setting up Enterprise Structures

- Establishing Enterprise Structures Using the ESC
 - Setting up Configuration of Individual and Multiple Enterprise Structures
- Creating and Managing Legal Entities
- Managing Business Units, Reference Data Sets, and Common Sets
- Establishing Job and Position Structures

Managing Enterprise HCM Information

- Managing Enterprise HCM Information Task
- Employment Model
- Work day Information
- Person, Worker, and Assignment Number Generation
- Person-Name Languages
- Position Management
- Employment Information

Managing Legal Entity

- Managing Legal Address
- Defining Legal Entity
- Understand Legislative Data Group (LDG)
- Manage Legal Entity HCM Information
- Manage Legal Jurisdictions
- Understand Legal Reporting Units

Creating Reference Data Sets and Business Units

- Creating Business Units
- Reference Data Sets (SetID)
- Business Unit Set Assignment
- Common Sets

Setting up Locations, Organizations, and Actions

- Defining Locations
- Defining HCM Organizations
- Actions and Action Reasons
- Collective Agreements

Setting up Base Compensation

- Managing Grades
- Grade Rates
- Grade Ladders
- Salary Basis

Setting up Jobs and Positions

- Defining job and job families
- Job Details and Lookups
- Benchmark and Progression Information
- Evaluation Criteria
- Defining Position and Position Trees
- Lookups
- Position Details
- Jobs and Positions Work with Profiles

Defining Workforce Records

- Defining Availability
- Defining Person Record Values
- Defining Employment Record Values
- Defining Documents
- Defining Checklists
- Lookups and Profile Options

Managing Workforce Lifecycle

- Add Person and Manage Personal Information
- Managing Employment Information
- Promote, Transfer, and Terminate Workers
- Managing Area of Responsibility
- Managing Mass Updates
- Managing Direct Reports

Directory

- Using Directory
- Person Spotlight
- Maintaining Person Keywords
- Understanding Line Manager Self Service
- Understanding Worker Self Service
- Promoting a Worker

Course Highlights

- Best Practices
- Working in Cloud
- Common Workforce Deployment Processes

Appendix A - Security Overview

Types of Roles in Oracle Application Security
Understanding Functional Privileges by Job Role