

R12 Oracle HRMS Talent Management Fundamentals

Duration: 2 Days

What you will learn

This course offers an introduction to the functionality and use of HRMS Talent Management. Participants familiarize themselves with the application, and learn how to perform talent management tasks using the HRMS Talent Management functions. Participants learn to create competencies and worker competency profiles, and define competency requirements for the enterprise.

Participants learn how to configure and conduct appraisals and assess competencies and objectives during an appraisal. They also learn how to establish a workforce performance management (WPM) system with the incorporation of the objectives library and performance management plans (PMP). Participants familiarize themselves with the PMP tasks that the application generates, to guide managers and workers through the performance-management process.

Audience

Business Analysts
Business Intelligence Developer
End Users
Functional Implementer
Project Manager
Reports Developer
Sales Consultants
Support Engineer

Course Objectives

Create competencies and competency profiles

Define competency requirements for business groups, organizations, and jobs

Record worker qualifications

Configure appraisals using appraisal and assessment templates and conduct appraisals

Assess competencies and objectives during appraisals

Create objectives in the Objectives Library

Create performance management plans to manage workforce performance

Use performance management tasks to set objectives and manage appraisals in a performance management plan

Course Topics

Talent Management Overview

- Talent Management
- Competency Management
- Education and Qualifications
- Appraisals Management
- The Objectives Library
- Workforce Performance Management
- Talent Management and Integrated Applications
- Reporting in Talent Management

Competencies

- Competency Measurement
- Proficiency Levels and Rating Scales
- Competency Types
- Third-Party Competencies Upload

Competency Profiles, Competency Requirements, and Qualifications

- Competency Profiles
- Competency Requirements
- Suitability Matching
- Qualifications

Appraisals

- Oracle HRMS Appraisals Function
- Appraisal Participants
- Appraisal Types
- Initiating the Appraisal
- Ownership of the Appraisal
- Changing the Main Appraiser
- Appraisal Approval and Completion

Appraisal and Assessment Templates

- The Appraisal Template
- Configuring the Appraisal
- Questionnaires
- Assessing Competencies and Objectives
- Assessing Competencies Using Formulas
- Objective Templates
- Career Paths
- Planning the Appraisal Process

Objectives

- Workforce Performance Management (WPM)
- The Objective Definition
- Measuring Objectives
- The Objective Library
- Creating Objectives
- Updating Objectives
- Objectives Outside WPM

Performance Management Plans

Creating the Performance Management Plan (PMP)

Identifying the PMP Members

Specifying the PMP Process

Reviewing and Publishing the PMP

Allocating Objectives Automatically

PMP Status Values

Updating the PMP

Changing the Objective-Setting Deadline

Performance Management Tasks

Worker Objective-Setting Tasks

Manager Objective-Setting Tasks

Parallel and Cascading Processes

Cascading Objectives

Sharing and Aligning Objectives

Populating Personal Scorecards

Personal Scorecards in Appraisals

Manage Appraisal Tasks