

Oracle Fusion HCM Course Content

Course Duration - 60-70 Hrs., 8-10 Weeks

Course Information

Batch Options

Weekday Batch
Mon – Sat – 1 Hr./Day

About the Trainer

Industry Expert Trainer with 15+ Years
Real Time Work Experience at Top US
Based Product and Consulting Firms

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Introduction To Oracle Fusion HCM Training (Functional + Technical + Live Project)

Oracle Fusion HCM Cloud

Natively built for the cloud, **Oracle Fusion HCM** is a complete solution connecting every human resource process from hire to retire—including global HR, talent management, workforce management, and payroll.

What you'll learn

- Understand Fusion Cloud Application, Navigation, FSM and Security in Fusion Cloud
- Master and implement Oracle Fusion Global HR
- Master and implement Oracle Fusion Global Payroll
- Master and implement Oracle Fusion Compensation Management
- Master and implement Oracle Fusion Absence Management
- Master and implement Oracle Fusion Goals Management
- Master and implement Oracle Fusion Profiles Management
- Master and implement Oracle Fusion Performance Management
- Configure Fusion HCM Modules Hands on for a Live Project
- Master All HCM Technical Skills - HCM Data Loader, HCM Extracts, Fast Formulas, Approvals
- Guidance on Certification, Resume and Interview Preparation

Course Content

Module 1: Introduction to Fusion HCM Cloud Application

- Introduction to Oracle HCM Cloud
- Oracle Cloud Models
- Benefits of Oracle Cloud
- Oracle Cloud Application Product Families
- Architecture of Oracle Cloud Application
- EBS Vs Fusion Cloud
- On Premise Vs Cloud
- Course Content Overview

Module 2: Navigation in ERP Cloud

- Navigation in Oracle Cloud applications
- News Feed home page layout
- Banner Layout
- How to switch between layouts
- Predefined themes for home page layout

Module 3: Dashboards, Work Areas and Infotiles

- Dashboards in Oracle Cloud applications
- Work Areas and Infotiles
- Tasks Panel - Access tasks, perform searches, run reports
- Infolets - Summary View, facilitates drilldown, Personalize
- Set User Preferences, save custom searches, Configure table columns
- Predefined themes for home page layout

Module 4: Security in Fusion Cloud Application - RBAC

- Role based access control - RBAC
- Configure security framework using Privileges, Duty roles, Job Roles, Abstract roles
- Assigning job roles to user and see the changes in application UI
- Create a custom role and compare it to standard role
- Explain other options available in IT Security Console
- Grant Data Access to user
- HCM Security Profiles

Module 5: Functional Set Up Manager

- What is FSM?
- Explain key concepts of functional setup manager
- Features & Benefits of FSM
- Manage Setup data using 2 approaches - FSM or Implementation project
- Use Configuration Package to import and export set up data across instances
- Migration approach to move setup data from test to prod

Module 6: Value Sets, Flexfields & Lookups

- Understand Value Sets Concept
- Create 5 different types of Value Sets and use them in Flexfields configuration
- Configure Descriptive Flexfields (DFF), deploy and test it in application
- Configure Extensible Flexfields (EFF), deploy and test it in application
- Configure Key Flexfields (KFF), deploy and test it in application
- Understand configuration levels of lookups

Module 7: Global HR - Configure Enterprise Structures

- Create Geographies
- Configure Enterprise Structures Configuration (ESC)
- Manage Enterprise HCM Information
- Employment Models
- Person / Worker Number Generation
- Manage Actions & Action Reasons
- Value Sets, Flexfields, Lookups
- Manage Reference Data Sets
- Create Locations
- Set up Divisions
- Define Legal Entity
- Manage Payroll Statutory Unit
- Set up Legal Employers
- Manage Legal Entity HCM Information
- Create Business Units
- Manage Assign Set IDs for Business Units

Module 8: Global HR - Configure Workforce Structures

- Create Departments and Department Trees
- Manage Organization Trees
- Manage Grades, Grade Rates, and Grade Ladder
- Set up Jobs
- Create Positions and Position Trees
- Manage Person and Assignment Types
- Hire an employee

Module 9: Global HR - Administering and Using Global HR - Part 1

- Managing Workforce Structures - Location, Division, Department, Job, Position
- Administering Workers in Global Human Resources
- Hiring an Employee, Hiring an Employee into a Position
- Managing Person Information
- Managing Employment Processes
- Creating an Additional Work Relationship
- Managing Employee Assignment
- Terminating a Work Relationship
- Managing Directs, Mass Updates, and Areas of Responsibility
- Assigning Areas of Responsibility
- Managing Seniority Dates and Schedules
- Examining Positions
- Auto Synchronization of Position Attributes for Employees

Module 10: Global HR - Administering and Using Global HR - Part 2

- Browsing the Employee Directory
- Updating Employee Qualifications
- Transferring an Employee for Location Change
- Promoting an Employee
- Using Employee Self-Service - Resetting Passwords, Changing Personal Details
- Managing Notifications and Approvals
- Managing Document Records
- Adding Documents of Record as Managers, Employees
- Configuring Checklists, Create Task Page, Using Checklists, Using Journeys
- Completing Onboarding Tasks as a New Hire
- Reviewing Onboarding Tasks for Employees

Module 11: Payroll - Configure Payroll - Part 1

- Overview of Payroll
- Manage Key Flex Fields
- Payroll Costing Overview
- Cost Allocation Key Flexfield Overview
- Understanding the Cost Hierarchy
- Create Legal Address
- Manage Legal Jurisdictions
- Configure Legal Authorities
- Setting up Global Payroll
- Defining Payroll Elements
- Payroll Elements Classifications
- Managing Earnings and Deductions
- Costing an Element

Module 12: Payroll - Configure Payroll - Part 2

- Creating and Managing Fast Formulas
- Understanding Fast Formula Components
- Defining and Managing Balance Definitions
- Creating Balance Feeds
- Configuring Bank Accounts
- Set up Organization Payment Methods
- Managing Third Parties and Third-Party Payment Methods
- Define Consolidation Groups
- Create Payroll Definitions
- Set up Payroll Costing
- Managing Time Definitions
- Defining Object Groups

Module 13: Payroll - Execute Payroll and Test Setup

- Run Payroll end to end processes till Payslip generation
- Payroll Flow Pattern Overview with its components
- Defining Payroll Flow Patterns
- Understanding and Managing Payroll Flow Tasks
- Manage Salary
- Create Element Entries
- Set up Personal Payment Method
- Calculating Quick pay
- Payroll Calculation
- Running Payroll Using a Flow Pattern
- Understanding the Payroll Calculation Process
- Reviewing Payroll Results

Module 14: Compensation Management - Configuring Compensation Management - Part 1

- Overview of Compensation
- HCM Employment Model
- Manage Derived Factors
- Define Eligibility Profiles
- Configure Payroll Elements
- Setup Element Eligibility

Module 15: Compensation Management - Base Pay and Individual Compensation Plan

- Overview of Base Pay and Individual Compensation Plan
- Configure Annual Salary Basis
- Configure Hourly Rate Salary Basis
- Understand Salary Basis with components

- Define Eligibility Profiles
- Updating Salary Basis on Employees
- Administering Base Pay of Employees
- Create Individual Compensation Plans

Module 16: Compensation Management - Workforce Compensation Plan & Statements

- Basic Plan Navigation
- Configure and Understand Plan Details
- Configure and Understand Eligibility Profiles
- Understand Plan Cycle Dates
- Configure Hierarchy, Currency, Access, Feedback and Plan Info
- Configure Budgeting
- Configure and Understand Components, Performance Ratings and Approvals
- Configure and Understand Compensation Statements
- Configure and Understand the Compensation Worksheet

Module 17: Absence Management - Configuring Absence Management - Part 1

- Manage Derived Factors & Eligibility Profiles
- Repeating Time Periods
- Configure Absence Management Lookups
- Manage Absence Management Descriptive Flex Fields
- Fast Formulas in Absence Management
- Manage Absence Reasons
- Absence Plans Overview
- Types of Absence Plans

Module 18: Absence Management - Configuring Absence Management - Part 2

- Defining Accrual Plans
- Configure Accrual Plan Attributes and Limits
- Set up Accrual Plan Matrix and Accrual Rates
- Absence Plans and Payroll
- Absence Type Overview
- Rate Definitions and Formulas
- Define Absence Pattern and Features
- Create Absence Category
- Set up Absence Certifications
- Accrual Plan Entries and Balances

Module 19: Absence Management - Administering Absences

- Managing Absence Records and Entitlements
- Absence Recording Overview
- Absence Administration Work Area Overview
- Schedule and Record Absences Overview
- Configure Absence entry and Absence Approvals
- Enrolling workers in various absence plans
- Scheduling and Monitoring Absence Processes
- Absence Approval and Maintenance

Module 20: Goals Management

- Goal Management Concepts and Actions
- Goal Types
- Manage Goals Lookups
- Set up Profile Options

- Create Eligibility Profiles
- Manage Review Periods
- Configure Goals Notifications
- Create Goal Library, Goal Plans, and Goal Plan Sets
- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals
- Goal Assignment
- Approving Goals
- Establishing Development Plans for Workers
- Managing Worker Development Goals
- Assigning Development Goals to Workers
- Specifying Goal Intent
- Sharing and Approving Developing Goals

Module 21: Profiles Management

- Profiles Management Concepts and Actions
- Profile Types
- Item Catalogs
- Content Sections
- Set up Profile Options
- Create Eligibility Profiles
- Profile Rating Models
- Configure Talent Notifications
- Administering Profiles Management

Module 22: Performance Management - Configuring Performance Management - Part 1

- Performance Management Overview
- Questionnaire Concepts
- Manage Questionnaire Templates & Library
- Managing Questionnaire
- Manage Performance Descriptive Flex fields
- Manage Performance Profile Options
- Performance Roles and Matrix Management

Module 23: Performance Management - Configuring Performance Management - Part 2

- Manage Eligibility Profiles
- Create Performance Review Periods
- Define Performance Process Flows
- Design Performance Template Sections
- Set up Performance Document Types
- Configure Performance Templates
- Set up Rating Model Distribution
- Manage Performance and Proficiency Chart Labels

Module 24: Performance Management - Administering Performance Management

- Define Eligibility Batch Process
- Send E-Mail Notifications
- Administration and Monitoring Tasks for Worker Performance
- Worker Self-Evaluation
- Manager Evaluation

***** PART 2: HCM Technical Training

Module 25: BIP Reports

- Build SQL Queries and Creating Data Model
- Design report layout using RTF
- Register and execute BIP report as ESS Job
- Test and explore ESS Job Submission options from scheduled processes

Module 26: OTBI Reports & Dashboards

- Build OTBI Detail Report
- Build OTBI Summary Report
- OTBI Dashboards

Module 27: HCM Data Loader (HDL)

- HCM Data Loader Overview
- Data file preparation in HDL format
- Execute HCM Data Loader (HDL) process
- Error handling and reconciliation

Module 28: HCM Spreadsheet Data Loader (HSDL)

- HCM Spreadsheet Data Loader Overview
- Data file preparation in HSDL Sheet
- Execute HCM Spreadsheet Data Loader (HSDL) process
- Error handling and reconciliation

Module 29: Fast Formulas

- Fast Formula overview
- Fast Formula syntax and structure
- Writing basic fast formulas
- Building complex fast formulas and Common compilation errors
- Using fast formulas in fusion applications

Module 30: HCM Extracts

- Overview of HCM Extracts
- Design and Create complex HCM Extracts from scratch
- Use multiple data groups, filter criteria, record groups and attributes in HCM extracts
- Configure Extract Output and Delivery Options to deliver HCM Extract in UCM
- Explore User Entities and other options in HCM Extracts

Module 31: Workflow Approvals and Notifications

- Approval Management Overview
- Approvals and Transaction Console Overview
- Understand how to enable or bypass approvals for different scenarios
- Master writing business rules for approvals
- Configure Approvals using different combinations of business rules
- Test the approvals and notifications using real time scenarios

Module 32: Sandbox and UI Customizations

- Introduction to Sandboxes
- Make changes in UI with sandbox - Ex: Make fields required/read only/hidden
- Use expression language to write complex conditional logic

***** PROJECT - Implement Oracle Fusion HCM for a Live Project

Introduction to Project Use Case

- Implement Fusion HCM for a Live Project.

Project Work:

- Understand the requirement and come up with config workbooks
- Configure HCM Modules as per Config workbook

Module 33: Project Work - Configure Fusion HCM as per Client Requirement

- Implement HCM Modules as per Config Workbooks
- Test the setups

Module 34: Guidance on Certification, Interview and Resume Preparation

- We will provide most comprehensive guidance in Fusion HCM Certification
- We will share couple of resumes and help you to come up with Perfect Fusion HCM resume
- We will teach all possible interview questions in Fusion HCM