(21A) Oracle HCM Cloud: Compensation Project Team Training

Oracle Global Human Resources Cloud

DURATION	MODULES	COURSE CODE
1 Days	20 Lectures	—

Course Overview

This course prepares project teams to implement Oracle HCM Cloud: Compensation Project Team Training. Learn the key concepts, configuration options, and best practices for successful deployment.

What You Will Learn

Module 1: Course Overview and Introduction

- Course Overview
- Objectives
- HCM Cloud Suite of Products
- HCM Cloud Key Features
- What Is Project Team Training?
- Course Objectives
- Project Team Training Focuses On
- Summary

Module 2: Compensation User Experience Overview

- Objectives
- News Feed Experience
- Global Area
- Navigator
- Global Search
- Role-Based Quick Actions
- Things to Finish
- Infolets
- Settings and Actions
- Work Area: Setup and Maintenance (FSM)
- Work Area: Compensation
- Manager Self Service

- Employee Self Service
- Key Decisions
- Summary

Module 3: Common Compensation Configuration – Derived Factors and Eligibility

- Objectives
- Common Compensation Configuration
- Eligibility Overview
- Manage Derived Factors
- Defining Eligibility Criteria
- Key Decisions
- Summary

Module 4: Common Compensation Configuration – Fast Formulas and Payroll Elements

- Objectives
- Common Compensation Configuration
- Fast Formula
- Formula Types for Compensation
- Manage Payroll Element: Overview
- Elements and the Employee Level
- Element Templates
- Element Component Definition
- Key Decisions
- Summary

Module 5: Base Compensation – Grades and Grade Ladders

- Objectives
- Compensation Base Pay Configuration
- Salary Grades
- Grade Rates
- Progression Grade Ladders
- Grade Step Progression Processing
- Run Grade Step Progression Process
- Run Synchronize Grade Step Rate Process
- Key Decisions
- Summary

Module 6: Base Compensation – Zones, Differentials, and Salary Basis

- Objectives
- Compensation Base Pay Configuration
- Salary Range Differentials
- Compensation Zones
- Salary Basis: Overview
- Salary Basis: Types

- Salary Basis Determined by User
- Salary Basis Determined by Components
- Salary Components
- Person Management: Change Salary
- Manager: Change Salary
- Managing Multiple Salaries Simultaneously
- Key Decisions
- Summary

Module 7: Individual Compensation Plans

- Objectives
- Individual Compensation Plan Configuration
- Individual Compensation Plan: Overview
- Plan Options
- Linking Individual Compensation Plans to a Budget Pool
- Dates, Eligibility Profiles, and Instructional Text
- Plan Access Restrictions
- Options for Restricting Access by Action
- Awarding Individual Compensation Plans
- Awarding Compensation
- Manage Personal Contribution
- Key Decisions
- Summary

Module 8: Compensation History

- Objectives
- Compensation History Overview
- Configure Compensation History
- Viewing Compensation History
- Key Decisions
- Summary

Module 9: Workforce Compensation – Overview

- Objectives
- Workforce Compensation Landing Page
- Workforce Compensation: Compensate Task
- Key Decisions
- Summary

Module 10: Workforce Compensation – Plan Foundation Configuration

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Plan Details
- Configuring Plan Eligibility

- Configuring Plan Cycles
- Configuring Plan Hierarchies
- Configuring Plan Currency
- Configuring Plan Access
- Configuring Plan Feedback
- Configuring Plan Information
- Key Decisions
- Summary

Module 11: Workforce Compensation – Budget Configuration

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Budget Pools
- Configuring Budget Display
- Key Decisions
- Summary

Module 12: Workforce Compensation – Components, Performance, and Approvals

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Components
- Configuring Performance Ratings
- Configuring Approvals
- Configuring Change Statements
- Key Decisions
- Summary

Module 13: Workforce Compensation – Worksheet Display

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Worksheet Display
- Key Decisions
- Summary

Module 14: Workforce Compensation – Default Display, Alerts, and Worker Display

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Default Display
- Worksheet Alerts
- Configuring Alerts
- Configuring Worker Display
- Key Decisions
- Summary

Module 15: Workforce Compensation – Models and Reports

- Objectives
- Workforce Compensation Plan Configuration
- Configuring Modeling
- Configuring Reports
- Configuring Dimensions
- Configuring Filters
- Landing Page Analytics
- Key Decisions
- Summary

Module 16: Workforce Compensation – Validating and Processing Plans

- Objectives
- Workforce Compensation Plan Configuration
- Validate Plan
- Start Compensation Cycle
- Key Decisions
- Summary

Module 17: Workforce Compensation – Active Plans and Administration

- Objectives
- Manage Active Plans
- Administer Workers
- Batch Processes
- Refresh Workforce Compensation Data
- Global Models
- Administrator Reports
- Key Decisions
- Summary

Module 18: Total Compensation Statements

- Objectives
- Total Compensation Statement Configuration
- Overview
- Items
- Categories
- Definition
- Definition Periods
- Definition Summary
- Welcome Message
- Processes
- Key Decisions
- Summary

Module 19: Supporting Tools and Extensibility

- Objectives
- Functional Setup Manager (FSM)
- FSM Benefits
- Opt-in Offerings and Features
- Configuration Using Functional Areas
- Role-Based Security Overview
- Security
- HCM Import
- HCM Data Loader (HDL)
- Spreadsheet Data Loader (HSDL)
- HCM Export Tools
- Approvals and Notifications
- Approval Rule Configuration
- Extensibility Overview
- HCM Experience Design Studio
- Transaction Design Studio
- Page Composer
- Key Decisions
- Summary

Module 20: Next Steps and Additional Resources

- Objectives
- Oracle University Cloud Learning Subscriptions
- Cloud Learning Subscription: Explorer
- Key Features
- Related Training and Next Steps
- Cloud Customer Connect
- Additional Resources
- Summary