

(24C) Oracle Fusion Cloud HCM: Configure Enterprise & Workforce Structures

Oracle Global Human Resources Cloud

DURATION

3 Days

MODULES

1 Lectures

COURSE CODE

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Course Overview

Learn to: Manage geographies Access and change settings for work day information, employment models, user and role provisioning, position management, and employment configuration options Manage legal addresses, legal entities, legislative data groups, legal jurisdictions, and legal reporting units Create business units, reference data sets, and common sets Define locations, HCM organizations, divisions, departments, and collective agreements Manage grades, grade rates, grade ladders, and salary basis Manage jobs and positions

What You Will Learn

Human Capital Management overview

- Common questions
- Oracle Human Capital Management
- How can I set up HCM with FSM?
- Overview of Global Human Resources
- Key points

Defining geographies

- Common questions
- Overview of geographies and geographic entities
- How geography structure, hierarchy, and validation fit together?
- Geography structure example
- Examine the Manage Geographies page
- How do you import geographies?
- Conceptualize geography data during implementation
- Set up geography validation for an address style format
- View Oracle HR and payroll country extensions
- Key points

- Demonstration

Setting up enterprise structures

- Common questions
- What's an enterprise structure?
- What is Enterprise Structures Configurator?
- What are the benefits of using ESC?
- How to define your enterprise structure?
- Enterprise structure example
- How to define your job and position structures?
- What are job and position attributes?
- Key points
- Demonstration

Managing enterprise HCM information

- Common questions
- Manage Enterprise HCM Information
- Workday information
- Employment model
- Person number generation methods
- Worker number generation methods
- Person Creation Duplicate Check
- User and role-provisioning options
- Position management
- Employment configuration options
- Minimum search characters
- Key points
- Demonstration

Managing legal entities

- Common questions
- How can I set up legal structures?
- What's a legal address?
- What's a legislative data group?
- What are legal entities?
- How do I define a legal entity?
- How do I manage legal entity HCM information?
- What are legal jurisdictions and legal authorities?
- What's a legal reporting unit?
- Key points
- Practices

Creating reference data sets and business units

- Common questions

- What are business units?
- What are the considerations when creating business units?
- What are reference data sets?
- What reference data objects can be shared across business units?
- Common set versus specific sets
- Example of assigning sets to business units
- Key points
- Practices

Setting up locations and organizations

- Common questions
- Set up locations and organizations
- How do you associate locations with location sets?
- How do you define organizations?
- Example of HCM organizations
- What's a division?
- What's a department?
- What's a reporting establishment?
- What do tree structures represent?
- Key points
- Practices

Defining actions

- Common questions
- Action framework
- What are actions?
- How do I define an action?
- What are action reasons?
- How do I associate an action reason with an action?
- What's an assignment status?
- Action framework example
- Key points
- Demonstration
- Practice

Setting up base compensation

- Common questions
- Examine grades
- What are grades?
- What are grade rates?
- What are grade ladders?
- What is salary basis?
- How grade rates work with compensation and payroll?
- How grades and grade rates work with legislative data groups?

- How grades work with assignments?
- Key points
- Practices

Managing jobs

- Common questions
- What are jobs?
- How do you associate jobs with jobs sets?
- What are job families?
- Specify benchmark and progression information
- Determine evaluation criteria
- How jobs work with grades?
- How jobs work with profiles?
- Key points
- Practice

Managing positions

- Common questions
- What's a position?
- How are positions used?
- How do I configure positions?
- What is position synchronization?
- What are some of the best practices for position synchronization?
- How do I use the HCM Position Hierarchy?
- How can I view and edit the HCM position hierarchy?
- How do I use the Position Incumbents validation?
- How do I generate position codes?
- How do I create a new position?
- How positions work with profiles?
- Key points
- Practices

Defining union information

- Common questions
- How do I manage worker unions?
- What are worker unions?
- What are bargaining units?
- What are collective agreements?
- How are worker union components associated?
- Link collective agreements to assignments
- Key points
- Practice

Managing schedules

- Common questions
- What are work schedules?
- How do I create a work schedule?
- Determine an employee's schedule
- Employee schedule search order
- Example Hierarchy of Primary Work Schedules
- What exceptions can you include in work schedules?
- Calendar Event using Organization Hierarchy
- Calendar Event using Geographical Hierarchy
- Key points
- Practices

Defining person records

- Common questions
- How do I define person records?
- What are person types?
- What are name formats?
- What are person name styles?
- Person Lookup Examples
- Key points
- Demonstrations

Defining lookups

- Common questions
- What are lookups?
- How do I configure lookups?
- Workforce Structures Lookups
- Key points

Defining profile options

- Common questions
- What are profile options?
- How do you manage profile options?
- What are the hierarchy levels in profile options?
- Key points
- Demonstration

Information resources

- Information resources
- Oracle Help Center
- My Oracle Support
- Oracle Cloud Customer Connect

- Oracle University
- Oracle Partner Community