

R12.x Oracle HRMS Work Structures Fundamentals

Oracle E-Business Suite

DURATION

2 Days

MODULES

4 Lectures

COURSE CODE

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Course Overview

Oracle HRMS enables you to define different types of enterprise models to meet your business requirements. Using Oracle HRMS, you can create the work structure components such as organizations, jobs, positions, and grades to represent your enterprise.

What You Will Learn

- Module 1 – Overview of Enterprise Work Structures
 - Overview of Enterprise Work Structures
 - Oracle HRMS Information Model
 - Typical Types of Enterprise
 - Project-Based Enterprise
 - Characteristics
 - System Needs
 - Oracle Solution
 - Rule-Based Enterprise
 - Characteristics
 - System Needs
 - Oracle Solution
 - Best Practices for Setting Up Enterprise Work Structures
 - Quiz
- Module 2 – Understanding Work Structure Components (Part 1)
 - Work Structures Overview
 - Representing the Employer
 - Enterprise Models Using Configuration Workbench
 - Business Groups in Oracle HRMS
 - Startup Business Group
 - Single vs. Multiple Business Groups
 - Quiz
- Module 3 – Understanding Work Structure Components (Part 2)
 - Locations
 - Organizations

- Organization Hierarchies
- Automatic Creation of Organizations
- Jobs and Positions (Introduction)
- Security Based on Work Structures
- Quiz
- Summary
- Module 4 – Understanding Work Structure Components (Part 3)
- Using Grades to Compare Roles
- Grade Structures
- Grade Steps
- People Groups
- Quiz
- Summary
- Module 5 – Setting Up Enterprise Work Structures
- Enterprise Work Structure Setup Overview
- Configuration Objectives
- Setup Topics
- Best-Practice Setup Flow
- Module 6 – Defining Key Flexfields
- Overview of Key Flexfields
- Key Flexfields in Oracle HRMS
- Standard Key Flexfield Features
- Job Key Flexfield
- Position Key Flexfield
- Grade Key Flexfield
- Cost Allocation Key Flexfield
- People Group Key Flexfield
- Personal Analysis Key Flexfield
- Competence Key Flexfield
- Collective Agreement Grades Key Flexfield
- Design Considerations
- Quiz
- Summary
- Module 7 – Creating a Business Group
- Representing Your Enterprise
- Business Group Concepts
- Single vs. Multiple Business Groups
- Sharing Information Across Business Groups
- User Profile Options
- Business Group Standard Information
- Information Associated with a Business Group
- Person Numbering
- Initial Setup Tasks
- Quiz
- Summary
- Module 8 – Creating Locations

- Location Overview
- Internal vs. External Addresses
- Closing and End-Dating Locations
- Quiz
- Summary
- Module 9 – Creating Organizations
- Organizations Within a Business Group
- Organization Classifications
- Additional Organization Information
- Organization Managers
- End-Dating and Deleting Organizations
- Organization Hierarchies
- Automatic Organization Creation
- Quiz
- Summary
- Module 10 – Representing Financial Reporting Structures
- Financial Reporting Overview
- Parallel HR and GL Reporting Structures
- Differences Between HR and GL Structures
- Summary
- Module 11 – Government Reporting Structures (US)
- Government Reporting Requirements
- Preparing for Mandated Reporting
- Reporting Categories and Statuses
- Reporting Organizations
- Defining Organization Information
- Record Establishment Details
- Establishment Hierarchies
- Using Organization Hierarchies
- Using Generic Hierarchies
- AAP Establishment Hierarchies
- Reporting Checklist
- Quiz
- Summary
- Module 12 – Representing Jobs and Positions
- Jobs vs. Positions
- Job Structures
- Position Structures
- Position Control
- Position Transactions
- Hiring Status
- Additional Job & Position Information
- Changing Job and Position Definitions
- Quiz
- Summary
- Module 13 – Position Hierarchies

- Position Hierarchy Concepts
- Position Hierarchy Examples
- Defining Position Hierarchies
- Hierarchy Diagrammers
- Changing Position Hierarchies
- Quiz
- Summary
- Module 14 – Mass Move Updates
- Reorganization Concepts
- Mass Assignment Moves
- Pre-Mass Move Considerations
- Quiz
- Summary
- Module 15 – Understanding Checklists
- Checklist Concepts
- Benefits of Checklists
- How Checklists Work
- Checklist Task Performers
- Quiz
- Summary
- Module 16 – Setting Up Workers’ Compensation (US)
- Workers’ Compensation Overview
- WC Insurers
- Work Classification Codes
- Premium Rates
- Workers’ Compensation Liability
- Quiz
- Summary
- Module 17 – Course Conclusion
- Review of Enterprise Work Structures
- Key Configuration Takeaways
- Final Summary