(23A) Oracle Fusion Cloud Payroll: Mexico Payroll

Oracle Global Human Resources Cloud

DURATION	MODULES	COURSE CODE
5 Days	**28 Lectures**	**—**

Course Overview

(23A) Oracle Fusion Cloud Payroll: Mexico Payroll

What You Will Learn

Oracle HCM Cloud: Mexico Payroll Course Overview

- Course Objectives
- Course Agenda
- Information Resources
- Mexico Payroll Support Documents

Mexico Payroll: Overview

- Learning Objectives
- Oracle Human Capital Management
- Mexico Payroll: Overview
- Payroll Processing: Overview
- Data Loading: Overview
- Oracle Payroll Country Extensions
- Mexico Localization Statutory Scope
- Accessing Payroll
- Accessing Payroll Quick Actions
- Employee Payroll Self-Service
- Instructor Demonstration
- Summary
- Practices

Payroll Security and Audit

- Learning Objectives

- Security: Overview
- Roles and Privileges
- Role Hierarchy: Example
- Separation of Payroll Duties by Job Roles
- HCM Security Profiles
- HCM Security Profile Types
- Managing Payroll Security Profile
- Managing Payroll Flow Security Profile
- Security Reference Implementation
- Provisioning Users with Roles
- Role Provisioning Events
- Auditing: Who Does What?
- Setting Up Audit for Payroll
- Audit Reports Page: Example
- Show Attribute Details
- Instructor Demonstration
- Summary

Geographies

- Learning Objectives
- Defining Geographies: Overview
- Manage Geographies
- Manage Geography Lookups
- Import Geography Data
- Geography Structure
- Address Style Format Mapping
- Load Geographies for Mexico
- Manage Geographies for Mexico
- Instructor Demonstration
- Summary

Enterprise and Legal Structures

- Learning Objectives
- Enterprise Structures: Overview
- Enterprise Structures: Terminology
- Enterprise Structures: Example
- Legislative Data Groups: Overview
- Legislative Data Groups and Payroll
- Legal Entity: Overview
- Legal Entity: Definition
- Legal Entity: Example
- Legal Entities for HCM
- Manage Legal Entity HCM Information
- Tax Reporting Unit Support for Global Transfers
- Mexico Jurisdictions

- Predefined Legal Jurisdictions
- Instructor Demonstration
- Summary
- Practices

Features by Country or Territory

- Learning Objectives
- Manage Features by Country or Territory
- Manage Features by Country or Territory: Example
- Manage Features by Country or Territory
- Instructor Demonstration
- Summary

Lookups, Value Sets, and Flexfields

- Learning Objectives
- Common Lookups
- Payroll Lookups
- Value Sets
- Payroll Descriptive Flexfields
- Instructor Demonstration
- Summary
- Practices

Fast Formulas

- Learning Objectives
- Fast Formula: Overview
- Fast Formula Types
- Creating Fast Formulas
- Ways to Create Fast Formulas
- Fast Formula Components
- Variables
- Assignment Statements
- Return Statements
- Input Statements
- Expressions
- Operators
- Conditions
- Comments
- Database Items
- Flexfield Database Items
- Functions
- Fast Formula Validation
- User-Defined Tables: Overview
- User-Defined Table Match: Example

- User-Defined Table Range of Values: Example
- Instructor Demonstration
- Summary
- Practices

Organizational Payment Methods

- Learning Objectives
- Payment Methods: Prerequisites
- Financials Setup
- Banks, Branches, and Bank Accounts
- Bank Security
- Bank Code
- Organization Payment Method: Overview
- Organization Payment Method: Uses
- Organization Payment Method Components
- Payment Sources
- Payment Method Rules
- Instructor Demonstration
- Summary
- Practices

Pay Frequencies

- Learning Objectives
- Global Enterprise Structure Model: Processing Configuration
- Managing Consolidation Groups
- Payroll Definitions: Overview
- Create Payroll Definitions: Basic Details Page
- Transfer of Worker’s Payroll During Global Transfer
- Managing Time Definitions
- Managing Run Types
- Instructor Demonstration
- Summary
- Practices

Payroll Elements

- Learning Objectives
- Elements: Overview
- Element Component: Example
- Elements and the Payroll Employment Model
- Element Classifications
- Primary Classifications
- Secondary Classifications
- Subclassifications
- Predefined Elements

- Element Templates
- Element Template Sections
- Currency
- Durations
- Standard Rules
- Calculation Rules
- Special Rules
- Special Rules for Mexico
- Element Creation Through Scheduled Processes
- Managing Elements
- Input Values
- Managing Rules
- Balance Feeds
- Related Formulas, Elements, and Balances
- Payroll Deductions: Overview
- Component Group Category Details
- Involuntary Deduction Elements
- Involuntary Deduction Element Creation
- Instructor Demonstration
- Summary
- Practices

Balance Definitions

- Learning Objectives
- Managing Balance Definitions
- Balance Feeds by Input Values
- Balance Feeds by Element Classifications
- Balance Feeds by Elements and Element Classifications
- Balance Feeds by Single Element
- Balance Dimensions
- Generated Balances and Database Items
- Balance Initialization
- Managing Balance Exceptions and Exception Reports
- Balance Groups
- Balance Group Usages
- Balance Group Extract Definition Reporting
- Instructor Demonstration
- Summary
- Practices

Event Groups

- Learning Objectives
- Payroll Event Groups: Overview
- Proration Setup: Example
- Managing Proration Event Groups

- Adding Qualifiers
- Proration Configuration Steps
- Adding Proration Event Group to an Element
- Proration Event Group to an Element: Example
- Proration Rules
- Rules for Work Schedules Used in Proration
- Managing Retroactive Event Groups
- Adding Retroactive Event Group to an Element
- Retroactive Notification Report
- Manage Event Notifications
- Instructor Demonstration
- Summary
- Practices

Object Groups

- Learning Objectives
- Object Groups: Overview
- Element Group
- Payroll Relationship Groups
- Payroll Relationship Groups: Characteristics
- Instructor Demonstration
- Summary
- Practices

Payroll Costing

- Learning Objectives
- Payroll Costing: Overview
- Payroll Costing Setup Prerequisites
- Cost Allocation Key Flexfield: Overview
- Cost Allocation Key Flexfield: Example
- Cost Allocation Key Flexfield Setup
- Value Set Setup
- Cost Hierarchy: Overview
- Cost Hierarchy
- Managing Payroll Costing
- Viewing Costing Process Results
- Costing Setup Page Account Number Types
- Costing an Element
- Instructor Demonstrations
- Summary
- Practices

Payroll Flow Patterns

- Learning Objectives

- Payroll Flow Pattern: Overview
- Payroll Flow Checklist
- Payroll Flow Pattern Components
- Tasks
- Payroll Flow Tasks
- Task Sequence
- Task and Flow Owners
- Task Parameters and Flow Parameters
- Submitting Flow Parameters
- Notifications
- Manage Payroll Process Configuration
- Instructor Demonstration
- Summary
- Practice

Person Records

- Learning Objectives
- People Are Important!
- Assignments
- Employees Want to Get Paid
- What’s Your Status?
- Finding Your Information
- Instructor Demonstration
- Summary
- Practice

Personal Payment Methods

- Learning Objectives
- Banks, Branches, and Bank Accounts
- Who Can Create Banks and Branches
- Personal Payment Methods: Overview
- Personal Payment Methods: Example
- Splitting Up Payments
- Personal Payment Method Processes
- Configuring Payment Method Preferences
- Instructor Demonstration
- Summary
- Practice

Element Entries

- Learning Objectives
- Element Entries: Overview
- Element Entry Methods
- Manual Entry

- Bulk Entry
- Automatic Entry
- Instructor Demonstration
- Summary
- Practices

Bulk Load

- Lesson Objectives
- Importing Data: Key Data Loaders
- Bulk-Loading and Maintaining Payroll Data
- HCM Data Loader: Overview
- HCM Data Loader: Key Features
- HCM Data Loader: User Interfaces
- HCM Spreadsheet Data Loader: Overview
- HCM Spreadsheet Data Loader: What Does It Do
- HCM Spreadsheet Data Loader Prerequisites
- HCM Spreadsheet Data Loader: Advantages
- Spreadsheet Restrictions
- HCM Spreadsheet Data Loader: Process Summary
- Instructor Demonstration
- Summary
- Practices

Calculation Cards

- Learning Objectives
- Managing Calculation Cards
- Types of Calculation Cards
- Calculation Card Components
- Calculation Card Remarks
- Child Support
- Child Support: Components
- Child Support: Component Details
- Instructor Demonstration
- Summary
- Practice

Mexico Social Security

- Lesson Objectives
- What is the SDI?
- SDI Design
- SDI Portions
- SDI Factor Tables
- SDI Rate Definitions
- SDI Value Defined by Criteria

- SDI Setup
- Social Security Quotas
- Days Basis of Quotation (DBCs) Balances
- Organization Calculation Card
- Average SDI Element Entry
- Mexico Social Security Run Results
- Mexico SS Reporting Flow Sequence
- Generate HCM Rates
- Generate HCM Rates Parameters
- Social Security Processes
- SS Process and Reporting Flow
- Social Security Processes
- Summary

Mexico Taxation

- Lesson Objectives
- ISR Tax
- Tax Rates & Calculation Methods
- Regular ISR Tax Calculation Method
- Non-Periodic ISR Tax Calculation Method
- Severance ISR Tax Calculation Method
- Payroll Run Types
- ISR Tax Adjustment Types
- Subsidy for Employment
- Monthly Salary
- ISR Tax Overrides
- Employer State Tax
- ISR Annual Tax Adjustment
- ISR Tax Adjustment Types
- ISR Annual Tax Adjustment
- Run Mexico Annual Tax Adjustment Process
- Summary

Payroll Calculations

- Lesson Objectives
- Mexico Taxation Element Entry
- Calculating Payroll: Overview
- Typical Payroll Flow Sequence
- Generate HCM Rates Process
- How Payroll Results Are Processed
- Calculating Payroll
- Additional Ways to Calculate Payroll
- Parameters for Calculating Payroll
- Flow Interaction
- Flow Schedules

- Verifying Results
- Monitoring Processes
- Checklists
- Statement of Earnings
- Payroll Calculation Reports
- Payment Distribution Reports
- Report Viewing Options
- Summary
- Practices

Error Corrections

- Lesson Objectives
- Payroll Corrections
- Mark for Retry and Retry
- Rollback and Reversal
- Roll Back Errors Rule for Payroll Flows
- Element Entry Rollback
- Payment Corrections
- Voiding Payments
- Process Bank Corrections
- Managing Corrections in a Flow
- When Actions Are Available for Selection
- Instructor Demonstration
- Summary
- Practices

Balance Initialization and Adjustments

- Learning Objectives
- Balance Overview
- Balance Model: How It All Works Together
- When to Initialize Balances
- Mexico Legislative Balances to Initialize
- When to Adjust Balances
- Regulated Limits and Related Balances
- Adjustment Methods
- Elements to Adjust
- Input Values to Adjust
- Adjustments with Refunds
- How to Pay Refunds
- Balance Adjustments to Cost
- Costing Balance Adjustments: Examples
- Reporting Balance Adjustments
- Instructor Demonstration
- Summary

Payroll Reconciliations

- Learning Objectives
- Reconciliation Reports
- It’s a Balancing Act
- Reconciliation: Prerequisites
- Payroll Balancing Periods
- Pay Period Balancing Process
- Gross-to-Net Report Compared with Statutory Deduction Register
- Gross-to-Net Report Compared with Payroll Activity Report
- Gross-to-Net Report Compared with Payment Register Report
- Summary
- Practices

CFDI

- Lesson Objectives
- What is a CFDI Payroll Payslip?
- What is a stamped CFDI Payroll Payslip?
- Mexico Payroll CFDI Support Scope
- CFDI Components
- CFDI Data Capture Sources
- Element Template
- Element Template Rules
- Overtime
- Absences Management
- Absence Elements
- Absence Types
- Absence and Disability Processing
- Disability Nodes in CFDI XML File
- Balances
- Balances (Cont.)
- Typical Payroll Flow Sequence with CFDI
- Run CFDI Payslip Interface
- CFDI Output
- Instructor Demonstration
- Summary