(24D) Oracle Fusion Cloud HCM: Base Compensation

Oracle Global Human Resources Cloud

DURATION	MODULES	COURSE CODE
2 Days	**15 Lectures**	**—**

Course Overview

This Oracle HCM Cloud: Base Compensation training teaches you how to implement, configure, and use Oracle Compensation to manage base pay and individual compensation.Explore compensation setup and management tasks through detailed conceptual information, demonstrations, and hands-on activities

What You Will Learn

Compensation overview

- Common questions
- Oracle Human Capital Management
- What is compensation?
- Overview of compensation
- Base and individual compensation roles
- Compensation Plans to Reward
- Key points

HCM employment model

- Common questions
- HCM employment model overview
- Single assignment options
- Multiple assignment options
- Key points

Elements

- Common questions
- Compensation Plans to Reward
- Element overview
- Compensation elements

- Element components
- Element classifications
- Element eligibility
- Element formulas
- Input values
- Element processing rules
- Element balances
- Key Points
- Practices

Grade rates

- Common questions
- Compensation Plans to Reward
- Grades overview
- Grade rates overview
- Grade rates
- Grade rates and legislative data groups
- Where are grade rates used?
- Validating salary using grade rates
- Key points
- Practice

Salary range differentials

- Common questions
- Compensation Plans to Reward
- Salary range differentials overview
- Range differential profile
- Differential configuration options
- Grade rate overrides
- Compensation zone types
- Compensation zones
- When to use compensation zones
- Configure zone-based salary range differentials
- Best practices
- Simulate salary range
- Key points
- Practice

Grade step progression

- Common questions
- What’s the difference between grade ladders and progression grade ladders?
- Grade step progression
- Progression grade ladder groups
- Progression grade ladders

- Create progression grade ladder page
- Salary update details
- Rate synchronization details
- Grade and steps
- Run grade step progression process
- Synchronize grade step rate process
- Review proposed progressions and salary updates
- Actions
- Key points
- Practices

Salary basis

- Common questions
- Compensation Plans to Reward
- Salary basis
- How the salary basis affects salary
- How to determine a salary amount
- Salary amount is determined by user
- Salary amount is determined by incremental components
- Salary amount is determined by simple components
- Salary amount is determined by rates
- New salary basis page
- Rounding rules and usages
- How to store the salary amount and pass it to payroll for processing
- Salary basis frequencies
- Key points
- Practice

Base pay

- Common questions
- Compensation Plans to Reward
- Base pay
- When and why
- Salary details
- Additional tabs
- Salary range violation behavior
- Salary change approvals
- Manage multiple salaries at one time
- Team compensation
- Key points
- Practice

Derived factors

- Common questions

- Compensation Plans to Reward
- Derived factors
- Using derived factors
- Determination rules
- Key points
- Practice

Eligibility profiles

- Common questions
- Compensation Plans to Reward
- What are eligibility profiles?
- How eligibility works with other objects
- Key aspects of working with eligibility profiles
- Planning and prerequisites for eligibility profiles
- Specify profile type, usage, and assignment usage
- Defining eligibility criteria
- Excluding from eligibility and assigning sequence number
- Adding multiple criteria
- Viewing criteria hierarchy
- Single or multiple eligibility profiles
- Key points
- Practices

Individual compensation

- Common questions
- Compensation Plans to Reward
- Individual compensation plans overview
- Assigning a plan
- Comments and attachments
- Setting up a plan
- Questions to help you design individual compensation plans
- Budget pool
- Individual compensation approvals
- Key points
- Practices

Compensation history

- Common questions
- Compensation Plans to Reward
- Summary table categories
- Overall salary page
- Stock history page
- Other compensation history
- Compensation history setup

- Key points

Auditing compensation

- Common questions
- Compensation Plans to Reward
- Auditing compensation business objects
- Audit report page example
- Key points

Oracle AI in HCM

- Common questions
- What is AI assist?
- Requirements for AI assist
- AI assist examples within compensation
- What are AI agents?
- Examples of how AI agents are used in HCM
- Access requirements for AI agents in HCM
- Profile options for using AI agents
- How do I use the AI Agent Studio?
- AI agents for compensation
- Information resources
- Key points

Base compensation resources

- Information resources
- Oracle Help Center
- My Oracle Support
- Oracle Cloud Customer Connect
- Oracle University
- Oracle Partner Community