S Oracle HCM Cloud: Recruiting Project Team

Oracle Talent Management Cloud

DURATION	MODULES	COURSE CODE
1 Days	19 Lectures	—

Course Overview

The course will also highlight the key decisions that you need to make in order to make the implementation as smooth and efficient as possible, to fit individual needs.

What You Will Learn

HCM Overview

- Oracle HCM Cloud
- HCM Pillars

Recruiting Overview and Key Features

- Objectives
- Key Features
- Oracle Recruiting
- Recruiting Process Lifecycle Example
- Prerequisites
- Implementation Steps Overview
- Key Decision Points: Recruiting Overview
- Summary

Recruiting User Experience

- Objectives
- News Feed Experience
- The Navigator
- Role Based Quick Actions
- Things to Finish
- News and Announcements
- Infolets

- Global Area
- Settings and Actions
- Hiring Work Area
- Hiring Administration Pages
- Self Service Hiring Pages
- Career Sites
- Key Decision Points: Recruiting User Experience
- Summary

Content Library

- Objectives
- Recruiting Content Library Introduction
- Content Example
- Implementation List for Recruiting Content Library
- Key Decision Points: Content Library
- Summary

Geographies

- Objectives
- Geography Hierarchies Introduction
- Implementation List for Geography Hierarchy
- Geography Hierarchy Examples
- Key Decision Points: Geographies
- Summary

Prescreening

- Objectives
- Prescreening Questionnaires Introduction
- Question Lifecycle (Sample)
- Comparison: DQ vs. Prescreening Questions
- Configuring Questions for Recruiting
- Assembling Questionnaires
- Disqualification Question Setup and Scoring
- Prescreening Question Scoring
- Prescreening Question Privileges
- Rules and Strategies for Prescreening Questions
- Key Decision Points: Prescreening
- Summary

Requisitions

- Objectives
- Job Requisition Management Configuration Introduction
- The Power of Job Requisition Templates
- Three types of Job Requisition Templates

- Job Requisition Template Lifecycle Sample
- Job Requisition Templates – Section and Field
- Configure Requisition Fields using HCM Experience Design Studio
- Implementation List for Configuring Job Requisition Templates
- Standalone Templates: Rules and Strategies
- Managing Requisitions to Fill Positions Introduction
- Position Based Requisition Management
- Rules and Strategies for Managing Job Requisitions to Fill Positions
- Job Requisition Creation Security Privileges
- Key Decision Points: Requisitions
- Summary

Notifications and Alerts

- Objectives
- Recruiting Notifications and Alerts Introduction
- Notifications and Alerts Categories
- Notification Comparison Chart
- Configuring Automated Job Application Notifications
- Configuring Recruiting Workflow Event Notifications
- Key Decision Points: Notifications and Alerts
- Summary

Candidate Selection Process

- Objectives
- Candidate Selection Process
- Configuring a Candidate Selection Process (CSP)
- Configuring Phases and States in a CSP
- Phases and States Chart
- Automatically Progress Candidates with Move Action
- Prevent Moving Candidates in States with a Move Condition
- Bypass Extending Offers to Candidates in Offer Phase
- Special Options to Modify Candidate Selection Process
- Define Reject and Withdraw Reasons
- Implementation List for Candidate Selection Process
- Key Decision Points: Candidate Selection Process
- Summary

Job Application Flows

- Objectives
- Job Application Flow Introduction
- Two Ways to Create a New Application Flow Version
- Flow Sections and Blocks
- Three Types of Flows
- Request Information Flow Details

- Sensitive Personal Information
- Job Application Flow Options
- Verify/Modify Fields within Manage Profile Types
- Create Your Own Profile Sections/Blocks
- Steps for Creating Additional Sections/Blocks
- Rules and Strategies for Job Applications Flows
- Implementation List for Configuring a Job Application Flow
- Key Decision Points: Job Application Flows
- Summary

Career Sites

- Objectives
- Career Site Introduction
- Career Site Templates
- Custom Style
- AddThis Integration
- AddThis Code Placement
- Implementation List for Configuring Career Sites
- Key Decision Points: Career Sites
- Summary

Job Offers

- Objectives
- Offer Phase Overview
- Job Offer Lifecycle (External Candidate Sample)
- Job Offer Components
- Typical Privileges and Responsibilities for Job Offers
- Implementation List for Configuring Job Offers
- Rules and Strategies for Job Offers
- Adjust Offer Letters after Offer Template is Selected
- Implementation List for Job Offer Letter Templates
- Key Decision Points: Job Offers
- Summary

Other Configuration Tasks

- Objectives
- Interview Scheduling Features
- Job Application Interview Management Lifecycle Sample
- Implementation List for Configuring Interview Schedules
- Interview Questions and Questionnaires
- Implementation List for Configuring Interview Questions
- Recruiting Campaigns: Introduction
- Implementation List for Recruiting Campaigns
- Rules and Strategies for Campaigns

- Set Up Agency Hiring
- Scheduled Processes
- Key Decision Points: Other Configuration Tasks
- Summary

Functional Setup Manager (FSM)

- Objectives
- What is the Functional Setup Manager
- Functional Setup Manager Benefits
- Key Concepts
- Review Offerings and Prepare to Opt In
- Opt in to the Offering, Functional Areas and Features
- Manage Set Data by Functional Area
- Alternative Access to Task Lists and Tasks
- Key Decision Points: Functional Setup Manager
- Summary

Understanding Import and Export

- Objectives
- Import
- Import – Data Loader
- Import – Spreadsheet Data Loader
- Export
- Key Decision Points: Import and Export
- Summary

Configuring Security

- Objectives
- Security
- Security Console
- Seeded Roles
- Key Decision Points: Configuring Security
- Summary

Configuring Approvals

- Objectives
- Approvals
- Approval Notifications
- Approval Configuration
- Key Decision Points: Configuring Approvals
- Summary

Extensibility

- Objectives
- Understanding Extensibility
- Key Decision Points: Extensibility
- Summary

What’s Next and Additional Resources

- Objectives
- Explorer
- Oracle Cloud Learning Subscriptions
- Integrated Cloud Learning
- Talent Management Cloud Learning Subscription
- Oracle Cloud Customer Connect
- Additional Cloud Implementation Resources
- Oracle Help Center: docs.oracle.com
- Summary