(25C) Oracle Fusion Cloud HCM: Workforce Compensation

Oracle Global Human Resources Cloud

DURATION	MODULES	COURSE CODE
2 Days	**18 Lectures**	**—**

Course Overview

This Oracle HCM Cloud: Workforce Compensation training teaches you how to implement, configure, and use Oracle Compensation to manage Workforce 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
- Overview of compensation
- Workforce compensation overview
- Overview of managing compensation
- Base pay
- Individual compensation
- Compensation budgets
- Workforce compensation
- Compensation Plans to Reward
- Key points

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

Global settings

- Common questions
- Compensation Plans to Reward
- Global settings
- General settings
- Notifications
- Watchlist and stock
- Best practices for setting up workforce compensation plans
- Key points

Plan foundation

- Common questions
- Compensation Plans to Reward
- Workforce compensation plan foundation tasks
- Plan details
- Employment record to use
- Plan eligibility
- Plan cycles
- Key points
- Practices

Hierarchies and other plan foundation information

- Common questions
- Compensation Plans to Reward
- Hierarchies
- Missing manager handling
- Hierarchy available actions

- Plan currency
- Plan access
- Feedback survey
- Plan information
- Key points
- Practices

Budgets

- Common questions
- Compensation Plans to Reward
- Budgeting overview
- Budgeting method
- Budget storage method – amounts
- Budget storage method – percentages
- Budget pools
- Configuring budget page layout
- Key points
- Practices

Compensation components and performance ratings

- Common questions
- Compensation Plans to Reward
- Configuring compensation components
- Test eligibility profiles
- Performance ratings
- Configure performance ratings
- Performance management ratings and compensation ratings
- Key points
- Practices

Approvals and compensation change statements

- Common questions
- Compensation Plans to Reward
- Approvals
- Alternate approver hierarchy
- Alternate approver is final approver
- Alternate approver precedes final approver
- Alternate approver in middle of standard hierarchy
- Notifications
- Compensation change statements
- Key points
- Practices

Worksheet display

- Common questions
- Compensation Plans to Reward
- Overview of worksheet display
- How task types are used
- Configuring column properties overview
- Configuring column properties sections
- Summary sections
- Detail table columns
- Worksheet page layout
- Setting up audit for workforce compensation
- Key points
- Practices

Alerts and individual worker display

- Common questions
- Compensation Plans to Reward
- Alerts
- Predefined alerts
- Configuring alerts
- Configure individual worker display
- Key points
- Practices

Models and reports

- Common questions
- Compensation Plans to Reward
- Modeling overview
- Reports overview
- Report dimensions overview
- Range increments
- Filters overview
- Configure landing page analytics
- Key points
- Practices

Validation and processing plans

- Common questions
- Compensation Plans to Reward
- Validate plan setup
- Validation results
- Starting the compensation cycle process
- Key points

- Practices

Models and budgets

- Common questions
- Compensation Plans to Reward
- Compensation models overview
- Create model – define model
- Create model – select workers
- Create model – enter values
- Create model – select purpose
- Create model – review results
- Create model – apply
- Managing budgets overview
- Allocating budgets
- Key points
- Practices

Administer workforce compensation

- Common questions
- Compensation Plans to Reward
- Compensation administrator and manager roles
- Global models overview
- Managing active plans
- Administer worker overview
- Worker information
- Budget
- Compensation
- Promotion
- Performance
- Status and hierarchy
- Eligibility
- User-defined data
- Notes
- Alerts
- Audit
- Statement
- Administrative reports
- Running batch process overview
- Refresh workforce compensation data
- Monitor processes
- Key points
- Practices

Auditing compensation

- Common questions
- Compensation Plans to Reward
- Auditing compensation business objects
- Setting up audit for salary compensation
- 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

Information resources

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