

Certified Program in Oracle Fusion HCM

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About Us

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Course Modules



- 1. Functional Setup Manager**
- 2. Core HR**
- 3. Global Payroll**
- 4. Profile and Performance Management**
- 5. Compensation**
- 6. Talent Management**
- 7. Goal Management Concepts**
- 8. Oracle HCM Communicate**
- 9. Absence Management**
- 10. Time and Labour**
- 11. Technical Concepts**

1. Functional Setup Manager

- Getting started with Fusion Applications
- Initial activities for Oracle Fusion Implementation
- Preparing Fusion Applications
- User Management
- Role Management
- Create Implementation Users Using the FA Super - User
- Synchronizing Users and Roles in LDAP with - Fusion HCM
- Introduction to Functional Setup Manager
- Creation of Implementation Project

2. Core HR

- Implementation Tasks
- Manage Geographies
- Define Currencies
- Define Locations
- Manage Enterprise Creation
- Enterprise Structure
- Enterprise Components
- Enterprise Divisions
- Legal entities
- Business Units
- Employment Model



- Reference Data Sets
- Manage Work Structures
- Departments
- Jobs
- Positions
- Grades & Grade Rates
- HCM Security Profiles
- Role Mapping
- Profile options
- Work Structure

3. Global Payroll

- Payroll Introduction
- HCM Security
- Common Application Configurations
- Define Payroll Business Definitions
- Define Pay Frequencies
- Define Payroll Elements
- Create Element Entries
- Define Fast Formulas
- Define Balance Definitions
- Calculate Payroll
- Define Events
- Define Payment Methods



- Define Payroll Costing
- Payroll flexes fields
- Define Object Groups
- Define Payroll Patterns
- Define Security for Payroll
- Run Payroll
- Payslip overview
- Security for Payroll

4. Profile and Performance Management

- Lesson and Course Objectives
- Introducing Oracle Fusion Talent Management - Introducing Talent Management
- Main Business Activities
- Security and Functional Setup Manager Overview
- Role-Based Access Control Role Types
- Security Reference Implementation
- Talent Management Job
- Roles
- Talent Management Duties and Privileges by Application
- Functional Setup Manager Overview
- Job Roles with Functional Setups Duty
- Creating Implementation Projects and Assigning Implementation Tasks
- Define Talent Profile Settings
- Profile Management

5. Compensation

- Introduction to compensation management
- Definition and importance of compensation
- Types of compensation
- Key considerations in designing a compensation program
- Overview of Base Pay Configuration
- Setting pay levels and ranges
- Determining pay structure
- Implementing a compensation program
- Administering pay increases and bonuses
- Linking compensation to performance and results
- Salary Basis & Salary Ranges
- Grade Ladder with Progression Configuration
- Individual Compensation Plans
- Workforce Compensation Plan

6. Talent Management

- Integrations and Setup
- Define Talent Profile Content
- Setting Up Talent Profile Content
- Content Library, Content Types and Content Items
- Define Rating Models and Talent Profiles
- Rating Models



- Profile Types and Components
- Instance Qualifiers
- Writing Assistant
- Manage Talent Profiles
- Access to Talent Profiles
- Using Team Talent and Talent Profile Cards
- Using Compare Items and Best Fit
- Manage Common Talent Objects
- Creating Review Periods
- Managing Performance Document Types
- Managing the Goal Library
- Talent Management Notifications
- Auditing Talent Management Business Objects

7. Goal Management Concepts

- Goal Management Setup
- Lookups, Flex fields and Profile Options
- Managing Goal Plans
- Creating Goal Plans
- Managing Goal Plan Sets
- Using Goal Management
- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals - Approving Goals
- Define Questionnaires
- Questionnaires Concepts

- Managing Questions
- Question Library
- Question & Response Types
- Questionnaire Templates
- Creating Questionnaire
- Understanding and Defining Worker Performance
- Performance Management Overview
- Performance Profile Options and Descriptive Flex fields
- Performance Roles and Matrix Management
- Eligibility Profiles and Process Flow Definitions
- Configuring Sections, Document Types and Templates
- Performance Templates and Performance Template Sections
- Using Performance Management
- Performance Documents and Worker Evaluations
- Administration and Monitoring Tasks for Worker Performance

8. Oracle HCM Communicate

- Target Messaging
- News Letter – Customization
- Scheduling
- Message Tracking
- Collaboration
- Audience – filtering and Creation

9. Absence Management

- Absence Management Setup Components
- Absence Management Supporting Setup Components
- Defining Accrual Plan Attributes and Participation
- Absence Plan Types
- Accrual Plans Overview
- Accrual Plan Attributes
- Eligibility Profiles Overview
- Defining Accrual Limits, Rates, and Balances
- Defining Accruals
- Repeating Time Periods
- Accrual Plan Limits Fusion HCM
- Setting Up Qualification Plans and No Entitlement Plans
- Qualification Plans
- Qualification Plan Attributes
- Qualification Plan Term Types
- Fast Formulas in Absence Management
- Formula Usage for Absence Plans and Absence Types
- Absence Types, Reasons, Categories, and Certifications
- Absence Management Setup Framework
- Absence Type Overview
- Absence Pattern and Features
- Plans and Reasons for Absence Types
- Scheduling and Maintaining Absences



- Managing Absence Records and Entitlements
- Absence Recording Overview
- Absence Approvals
- Scheduling and Monitoring Absence Processes

10. Time and Labour

- Repeating Time Periods
- Time Card Layout Components
- Layout Sets
- Manage HCM Groups
- Create Time card Components
- Time Card Calculation Rule Templates
- Time Card Calculation Rules
- Worker Time Entry Profile
- Time Processing Profile
- Loading of Timecards

11. Technical Concepts

- OTBI Reports
- BI Reports
- FBL
- Fast Formulas
- HCM Data Loader
- Spread sheet Data Loader

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