



# FUSION HCM – FUNCTIONAL TRAINING

This document demonstrates the topics covered as part of the Fusion  
HCM Functional Training Course

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# Oracle Fusion Human Capital Management (HCM) Training Course Curriculum

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## **Functional:**

- Module#1: Oracle Fusion HCM Global Human Resources – Basics & Advanced
- Module#2: Oracle Fusion HCM Absence Management – Basics & Advanced
- Module#3: Oracle Fusion HCM Payroll - Basics
- Module#4: Oracle Fusion Security – Basics & Advanced

## **Case-Studies:**

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

## Module#1

### Oracle Fusion HCM – Core HR

#### Functional:

- Overview of Functional Setup Manager
- Creation of implementation users, assign implementation tasks to users and run LDAP process
- Overview of roles
- Manage geographies
- Manage geographies
- Manage geography lookups
- Manage locations
- Manage locations
- Manage location lookups
- Manage actions and action reasons
- Manage Enterprise Structure
- Creation of enterprise structure
- Manage divisions
- Manage legal entity
- Manage business unit
- Reference data sets
- Manage Business unit set assignment
- Manage Location reference set
- Manage legal entity HCM information
- Manage descriptive flex fields
- Manage Legislative data group
- Manage departments
- Manage organization (optional)
- Manage currencies (optional)
- Manage Work Structure
- Manage jobs
- Manage positions
- Manage positions
- Manage HCM position hierarchy, Manage lookups – (optional)
- Manage grades
- Manage trees
- Manage geography trees
- Manage department trees
- Manage organization trees
- Manage position trees

- Person Management: HR Transactions
  - Add a person, hire an employee, add a contingent worker, add a non-worker, add pending worker)
  - Common Transactions – Manage employment, promote an employee, terminate an employee, transfer an employee, rehiring the employee, manage allocated checklist, manage areas of responsibility)

**Case-Studies:**

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

## Module#2

# Oracle Fusion HCM Absence Management

### Functional:

- Introduction of Oracle Fusion HCM Absence Management
- Lookups, value sets, and flex fields.
- Work Shifts
- Workday pattern
- Work schedule
- Calendar event
- Derived factors
- Eligibility factors
- Absence reasons
- Absence certifications
- Absence plan
- Absence types
- Absence categories
- Managing repeating time periods
- Configure absence batch parameters
- Schedule and monitor processes
- Fast formula's

### Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

## Module#3

# Oracle Fusion Human Capital Management HCM Training Payroll

### Functional:

- Introduction of Oracle Fusion Payroll
- Consolidated group
- Payroll definitions
- Flex fields
- Elements
- Costing
- Salary Basis
- Earning elements
- Deduction elements
- Balance and feeds
- Payroll processing
- Assigning payroll to an employee
- Assigning payment methods to an employee
- Quick pay
- View run results
- Employee Payslip
- Reports
- Event groups

### Case-Studies:

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

## **Module#4**

# **Oracle Fusion Human Capital Management HCM Training Fusion Security**

### **SECURITY OVERVIEW**

- Role-Based Security Model
- Predefined HCM Roles
- Role Inheritance
- Role Types
- Security Privileges
- Customizing Security for Your Needs

### **SECURITY PROFILES AND DATA ROLES**

- Data Security Through Security Profiles
- HCM Security Profile Types
- Predefined HCM Security Profiles
- HCM Security Profiles Best Practices
- Key Points for Creating Security Profiles
- Creating Security Profiles and Assigning to a New Data Role
- Assigning Security Profiles to Existing Roles
- Editing Security Profiles

### **USER AND ROLE PROVISIONING**

- User Account Creation and Maintenance Scenarios
- User Account Provisioning
- Enterprise-Level User and Role-Provisioning Options
- Provisioning Roles to Users: Overview
- Defining Role-Provisioning Rules
- Integration with New Hire Flow
- Implementation Users
- Creating a New User and Assigning a Data Role

### **MANAGING JOB ROLES, ABSTRACT ROLES, DATA Roles**

- Regenerating Data Roles



- Creating a New Job Role
- Creating a New Data Role and Assigning to User
- Creating a Custom Duty Role

## **USING SECURITY CONSOLE**

- User Management / General Administration

## **SECURITY AND HCM REPORTING**

- OTBI Security
- BI Publisher Security

### **Case-Studies:**

- Case Study – Project 1
- Case Study – Project 2
- Case Study – Project 3

## \$\$Pricing\$\$

Fusion HCM Functional Course			
Modules Covered	Training Hours	Cost	Deliverables
Module#1: Oracle Fusion HCM Global Human Resources – Basics & Advanced	10	25000	Training References, PPTs, Instance for One Month (additional months@3600INR)
Module#2: Oracle Fusion HCM Absence Management – Basics & Advanced	8		
Module#3: Oracle Fusion HCM Payroll - Basics	6		
Module#4: Oracle Fusion Security – Basics & Advanced	6		