



FUSION HCM – TECHNO FUNCTIONAL TRAINING

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

Table of Contents

Oracle Fusion Human Capital Management (HCM)	3
Training Course Curriculum	3
Functional:	3
Technical:	3
Case-Studies:.....	3
Module#1.....	4
Oracle Fusion HCM – Core HR.....	4
Functional:	4
Technical:	5
Case-Studies:.....	5
Module#2.....	6
Oracle Fusion HCM Absence Management	6
Functional:	6
Technical:	6
Case-Studies:.....	6
Module#3.....	7
Oracle Fusion Human Capital Management HCM Training Payroll	7
Functional:	7
Technical:	7
Case-Studies:.....	7
Module#4.....	8
Oracle Fusion HCM Time and Labor.....	8
Functional:	8
Technical:	8
Case-Studies:.....	8
Module#5.....	9
Oracle Fusion HCM Benefits	9
Functional:	9
Technical:	11
Case-Studies:.....	11
Module#6.....	12
Oracle Fusion Human Capital Management HCM Training Fusion Security.....	12

SECURITY OVERVIEW 12

SECURITY PROFILES AND DATA ROLES..... 12

USER AND ROLE PROVISIONING 12

MANAGING JOB ROLES, ABSTRACT ROLES, DATA Roles..... 12

USING SECURITY CONSOLE 13

SECURITY AND HCM REPORTING..... 13

Case-Studies:..... 13

\$\$Pricin\$\$ 14

Oracle Fusion Human Capital Management (HCM) Training Course Curriculum

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 HCM – Time and Labor – Basics & Advanced
- Module#5: Oracle Fusion HCM – Benefits – Basics & Advanced
- Module#6: Oracle Fusion Security – Basics & Advanced

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extracts
- OTBI

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)

Technical:

- Spreadsheet data loaders
- Personalization
- HDL Load

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

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

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

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

Case-Studies:

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

Module#4

Oracle Fusion HCM Time and Labor

Functional:

- Overview of Implementing Time and Labor
- Overview of Time Entry Configurations
- Time Attributes and Data Dictionary
- Time and Labor Units of Measure
- Custom Time Attributes
- Time Card Layouts and its components
- Time Entry Layout Component Configuration
- Common Configuration for Time Card Layout, Web Clock
- Time Entry calculations
- 10.Time Layout Sets
- Time Layouts
- Classic and Responsive Layouts
- Configure Webclock and shift layouts
- Payroll layout set with absences and override fields
- Time Processing
- Repeating Time Periods
- Time Consumer Configurations
- Time Formula and Rules
- Rule Templates and Configuration
- Time Exceptions and Alerts
- Time Collection Device Configurations
- End-User Transactions
- Integration with Absence, Payroll and Projects

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

Case-Studies:

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

Module#5

Oracle Fusion HCM Benefits

Functional:

- Overview of Fusion Benefits
- Process Flow – Fusion Benefits

- Plan Configuration
 - General Benefits
 - Benefit Relationship
 - Configure Enrollment Action Items
 - Manage Reporting Groups
 - Manage Regulations
 - Manage Benefit Balances

- Benefits Eligibility
 - Benefits Eligibility Overview
 - Benefit Group
 - Manage Benefit Service Area
 - Manage Derived Factors
 - Manage User Defined Criteria
 - Employee Eligibility
 - Dependent Eligibility

- Manage Life Events
 - Life Events Overview
 - Types of Life Events
 - Manage Benefit Life Events
 - Data Changes
 - Collapsing Rules

- Rates and Coverages
 - Manage Benefit Plan Coverage
 - Standard Rates
 - Variable Rate Profiles
 - Coverages
 - Variable Coverage Profiles
 - Manage Coverage across Plan Types

- Enrollment Display
 - Configure Plan Type Grouping Display
 - Manage Enrollment Authorizations
 - Manage Self-Service Configurations

- Benefit Plans and Programs
 - Benefit Plans and Programs Overview
 - Manage Program or Plan Years
 - Manage Plan Types
 - Manage Benefit Options
 - Manage Benefit Plan Details
 - Manage Benefit Program Details
 - Manage Flex Credits Configuration
 - Reinstatement rules
 - Configuring Certification, Enrollment suspensions and designations
- Benefits Enrollment
 - Manage Person Life Events
 - Manage Enrollments
 - Manage Action Items
 - Unrestricted Enrollments
 - Unrestricted Enrollment Action Items
 - Enrollment Results
 - Process Life Event
 - Process Life Event
 - Process Open Enrollment
 - Process Unrestricted Open Enrollment
 - Beneficiary Organizations
- Manage Benefits Configuration Copy
 - Export Benefits Plan Configuration
 - Import Benefits Plan Configuration
- Enrollment
 - Benefits Enrollment Overview
- Benefits Component
 - Benefits Relationship
 - Manage Person Benefit Balances
 - Manage Contacts
 - Manage Person Habits and Benefit Groups
- Benefits Override
 - Eligibility Override
 - Enrollment Override
- Self Service Enrollment
 - Self-Service Enrollment
- Open Enrollment
 - Benefits Open Enrollment Overview
 - Pre, current and Post Enrollment checklist
 - Major considerations for Open Enrollment

Technical:

- Spreadsheet data loaders
- Personalization
- Fast formula's
- HCM Extract

Case-Studies:

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

Module#6

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

\$\$Pricin\$\$

Fusion HCM Techno-Functional Course Package#1			
Modules Covered	Training Hours	Cost	Deliverables
Module#1: Oracle Fusion HCM Global Human Resources – Basics & Advanced	10	48000 INR	Training References, PPTs, Instance for One Month (additional months@3600INR)
Module#2: Oracle Fusion HCM Absence Management – Basics & Advanced	10		
Module#3: Oracle Fusion HCM Payroll - Basics	8		
Module#4: Oracle Fusion HCM – Time and Labor – Basics & Advanced	8		
Module#5: Oracle Fusion HCM – Benefits – Basics & Advanced	6		
Module#6: Oracle Fusion Security – Basics & Advanced	10		