

Szkolenie: Oracle R12.x Oracle HRMS Work Structures Fundamentals



Cel szkolenia:

Oracle HRMS enables you to create the work structure components to represent your enterprise. As a best practice in configuring your work structures, you can use Oracle HRMS Configuration Workbench.

This course enables you to define the common data that your enterprise requires such as the unique structures for job, position, and other business entities. You learn how to represent the different business models of an enterprise, define business groups, organizations, and organization hierarchies. The topics in this course show you how to synchronize the financial reporting structures with the HR reporting structures for budget planning and analysis. You will also be able to define government-reporting structures like reporting categories and assignment statuses to satisfy the requirements for government reports.

Learn To:

- Identify the work structure components and their usage
- Represent the financial and government reporting structures in your enterprise
- Represent your enterprise
- Define the unique structure for jobs, positions, and grades

Objectives:

- Recognize different types of enterprise business models
- Represent the different enterprise business models in Oracle HRMS
- Identify the work structure components and their usage
- Define the unique structure of business entities such as jobs, positions, and grades
- Create business groups, locations, and organizations
- Set up organization hierarchies
- Represent the financial reporting structures
- Automatically create HR Organizations based on GL Account Combinations
- Represent legal and government reporting structures
- Define organization information for government mandated reporting
- Define jobs and positions
- Define and change position hierarchies
- Setup Checklists

- Setup workers compensation

Plan szkolenia:

- Overview of Enterprise Work Structures
 - Explaining the Oracle HRMS information model
 - Indicating the typical types of enterprise
- Understanding Work Structure Components 1
 - Providing an overview of work structures
 - Explaining how to represent the employer using work structures
 - Explaining business groups and emphasize that they represent legislations in Oracle HRMS
- Understanding Work Structure Components 2
 - Discussing locations, organizations, jobs, and positions
- Understanding Work Structure Components 3
 - Discussing grades, people groups, unions, and representative groups
- Setting up Enterprise Work Structures
 - Defining Key Flexfields
 - Explaining key flexfields in Oracle HRMS
 - Identifying the standard features of key flexfields
 - Discussing the points to consider while creating key flexfields
- Creating a Business Group
 - Representing your enterprise
 - Discussing the business group and the option of having single and multiple business groups
 - Sharing information across business groups
 - Recording standard information for a business group
- Creating Locations
 - Providing an overview of locations
 - Defining and deleting locations
- Creating Organizations
 - Explaining organizations within a business group
 - Creating, classifying, and deleting organizations
 - Entering additional information for organizations
 - Identifying organization manager
 - Creating organization hierarchies
- Representing Financial Reporting Structure

- Providing an overview of representing financial reporting structures
- Recording costing information
- Discussing parallel reporting structures (HR and GL) and integration of these parallel reporting structures
- Automatically create HR organizations based on GL Account Combinations
- Representing Government Reporting Structures
 - Discussing the reporting requirements
 - Preparing for Government-Mandated HR Reporting
- Representing Jobs and Positions
 - Explaining using jobs and positions
 - Describing job structures, jobs, and job groups
 - Discussing additional information for jobs and supplementary roles
 - Describing position structures, positions, position control, and position transactions
 - Discussing additional information for positions
 - Changing job and position definitions
- Position Hierarchies
 - Defining and changing position hierarchies
- Mass Move Updates
 - Reorganizing and mass moving positions, assignments, and organizations
- Understanding Checklists
 - Benefits of using Checklists
 - How Checklists work
 - About Checklist-task performers
 - Setting up Checklists
- Setting up Workers Compensation
 - Providing an overview of workers compensation in Oracle HRMS
 - Discussing work classification codes and rates

Poziom trudności



Certyfikaty:

Uczestnicy szkoleń otrzymają zaświadczenia o ukończeniu kursu sygnowane przez firmę Oracle.

Prowadzący:

Autoryzowany wykładowca Oracle.