

Szkolenie: Oracle R12.x Oracle HRMS Compensation Workbench and Salary Configuration



Cel szkolenia:

Oracle HRMS enables you to set up and manage the compensation you provide for employees in your enterprise. This course teaches you how to set up and administer salary, grade-related pay, absences, and awards in your enterprise.

The modules in this course fall into the following three groups, which can be completed in any sequence:

- Salary and Grade Related Pay and Progression
- Compensation and Awards Management
- Leave and Absence Management

Learn to:

- Manage salary and grade related pay and progression in your enterprise
- Map market compensation surveys to the jobs and positions you use in your enterprise.
- Implement and administer Compensation Workbench
- Set up and administer Individual Compensation Distributions (ICD)
- Maintain a vehicle repository and allocate company vehicles to employees
- Use absence types, categories, and reasons to track and report employee absences

Objectives:

- Identify the compensation management tools that Oracle HRMS provides and explain their features and benefits
- Identify salary components, salary basis, and salary elements
- Demonstrate how to administer salary changes
- Demonstrate how to enter and maintain compensation survey data
- Learn how to set up grade rates, pay scales, and scale rates
- Understand the grade/step progression business process
- Demonstrate how to set up grade ladders and run the concurrent processes that manage grade/step progression
- Demonstrate how to implement Compensation Workbench and determine and allocate compensation awards

- Understand what Individual Compensation Distributions (ICD) is and the benefits of using it
- Demonstrate how to record company and private vehicles in the vehicle repository
- Describe how to allocate vehicles to employees
- Learn how to set up absence types and elements
- Describe how to define and configure accrual plans appropriate to your enterprise
- Demonstrate how to view and analyze employee accruals
- Configure total compensation statement
- Configure criteria based rates

Plan szkolenia:

- Introduction to Salary, Awards, and Absences
 - Introduction to Salary, Awards, and Absences
 - Administering salaries
 - Mapping compensation surveys
 - Using Grade/Step progression
 - Learning about Compensation Workbench
 - Understanding Individual Compensation Distribution
 - Understanding Total Compensation
 - Managing Absences
- Implementing Salary Administration
 - Implementing Salary Administration
 - Setting up Salary Administration
 - Creating salary elements
 - Defining Salary basis
 - Creating salary components
 - Understanding predefined salary components
 - Understanding salary approvals
- Using Salary Administration
 - Using Salary Administration
 - Assigning salary basis
 - Entering salaries
 - Proposing salary changes
 - Correcting/deleting salary records
 - Reviewing salaries
 - Using the Salary Management Folder

- Web ADI and Salary Management
- Grades and Pay Administration
 - Grades and Pay Administration - Overview
 - Learning about models of pay administration
 - Understanding grade implementation approaches
 - Understanding Non-automatic step progression approach
 - Setting up Grade/Step progression
 - Setting up grade ladder
 - Administering grade/step progression
 - Making manual grade step progression
- Configuring Criteria-Based Rates for Variable Pay
 - Why use Criteria-Based rates?
 - Setting up Criteria-based rate
 - Eligibility criteria for criteria-based rates
 - Defining criteria rate
 - Setting up rate matrix
- Performing Compensation Surveys
 - Understanding compensation surveys
 - Compensation survey identifier
 - Entering compensation surveys
 - Defining compensation survey lines
 - Mapping compensation survey lines
- Compensation Workbench (CWB)
 - Overview
 - Understanding compensation workbench
 - Setting up CWB plans
 - Setting up global plans, component plans, and combination plans
 - Define steps to display market salary survey data
 - Controlling access and eligibility in compensation workbench
- Worksheet and Budget Sheet Configuration in Compensation Workbench
 - Displaying rates
 - Validating jobs, grades, and positions
 - Displaying columns
 - Configuring flexfields
 - Configuring custom and dynamic columns
 - Displaying performance appraisal details in CWB

- Compensation Workbench Plan Administration
 - Opening a Compensation Workbench Award Cycle
 - Publishing budgets
 - Adding individuals into a started compensation workbench cycle
 - Writing allocated amounts from the compensation workbench cycle
 - Refreshing compensation workbench data
 - Generating mass notifications
 - Generating compensation workbench reports for managers
 - Generating compensation workbench reports for administrators
- Individual Compensation Distribution (ICD)
 - ICD for administrators, HR Professionals, and line managers
 - ICD plan administration
 - Creating ICD plans using Quick Setup
 - Assigning awards using ICD
 - Approval chain for ICD
 - Using the Employee Administration portal for ICD transactions
- Configuring Total Compensation Statement
 - Vehicle and Mileage processing
 - Setting up Absence Management
 - Understanding the Accrual Plan Structure

Wymagania:

Required Prerequisite:

- R12.x Oracle HRMS Total Compensation Foundations Ed 1 LVC
- Working experience with Oracle HRMS Applications R12
- Thorough knowledge of HRMS Business requirements at your organization
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Poziom trudności



Certyfikaty:

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

Prowadzący:

Autoryzowany wykładowca Oracle.