GENSOFT
Oracle HRMS R12 Course Content

Behind HUDA Mythrivanam, Ameerpet, Hyderabad,

PH : 9848967544 / 9246550660

E-mail : info@gensofthyderabad.com   Web : www.gensofthyderabad.com

Topics Covered

- ❖ HR
- ❖ Recruitment
- ❖ Career Management
- ❖ Payroll
- ❖ OLM
- ❖ OTL
- ❖ iRecruitment
- ❖ Fast Formulas
- ❖ SSHR
- ❖ Sysadmin (Concepts)

Course Contents

- ❖ HR Module
- ❖ Introduction To HRMS, Implementation steps of HR
- ❖ Concluding of Planning (Based on the legacy data)
- ❖ Mapping with APPS
- ❖ Creation of Flexfield structure (Job, Position, Grade, Competence, Cost Allocation, People Group) With the Desired Segments
- ❖ Explanation of Qualifiers
- ❖ Business Group Setup
- ❖ Defining of Responsibility
- ❖ Using of Profiles
- ❖ And Defining Business Area
- ❖ Using of Locations
- ❖ Using of Descriptive flexfields

- ❖ Using of SIT (with setup for new structure)
- ❖ Using of EIT (with setup for new structure)
- ❖ Organization, Hierarchies
- ❖ Defining of Position Hierarchies
- ❖ Defining of Grades
- ❖ Using of Direct Grade
- ❖ Using of Indirect Grades
- ❖ Using of Payscale
- ❖ Using of Progression Points (with example)
- ❖ Defining of Jobs, Positions, Employees Assignment

Recruitment

- ❖ Overview of Recruitment Cycle, Requistions & Vacancies, Recruitment Activity
- ❖ Applicant Entry, Mass update of Applicants, Hiring of an Applicant

Career Management

- ❖ Overview of Career Management, Competencies, Competence types
- ❖ Competences Requirement Qualification Types, Schools and College

Oracle Learning Management

- Overview of OLM,
- User Access and Security in OLM
- Creation of Catalog Objects
- Categories, Courses, Offerings, Classes, Sessions
- Creation of Events (Normal), Enrollment Statuses
- Enrollment of Internal Employees, Creation of Customer Based Events
- Enrollment of Customers, Defining Resources
- Booking of Resources, Creating of Restricted Events for Students
- Enrollment of Restricted Internal Employees, Creation of Customer Restricted Events
- Cancellation of an Enrollment, Wait listing Enrollments, Developments, Event Program and One-Time Event
- Enrolling of Employee in to the Events

iRecruitment

iRecruitment Overview

- Implementation
- Configuration Overview
- iRecruitment Profile Options

Security

- User Access and Security in iRecruitment
- iRecruitment Responsibilities and User Menus
- Self Service Menus and User Access
- Defining User Access to Self-Service Functions
- Running the iRecruitment Create Grants Process

Working with iRecruitment

- Overview of Manager
- Using Employee
- iRecruitment Candidate Jobs basket
- iRecruitment Site Visitor Home Page
- Apply for Job: Assessment

Payroll

- UK Payroll Process
- Explanation of Payroll Life Cycle
- Explanation of Pre and Post Payroll Process
- Explanation with the Context of Dates
- Set up of Payroll
- Importance of Concurrent Process and Usage
- Explanation of Cost Allocation with the Context of Org
- Importance of Alter Effective Dates
- Business Group (Tax Details References information)
- Defining of Payroll, Creating of Consolidation Sets
- Defining Assignment set, Element Set
- Element Creation, Liking the Elements, Assignment of the Payroll
- Elements entry for all the Employees, Creation of Salary Basis
- Defining Payment Methods, Personal Payment Methods, Org Payment Method
- Prepayments Process, Rollback, Retry
- Advance Pay, Process,
- Retro Pay,
- Batch Element Entry
- Quick Pay, Costing, Transfer to GL

Fast Formulas

- Brief Explanation Fast Formulas
- Syntax of Fast Formulas
- Writing Simple Formulas
- Formula Writing Techniques

Formula Reference

- Constants, Variables, Expressions
- Arithmetic Operations, Functions, Comments
- Database Items (Static / Dynamic)
- Formula Results
- Writing formulas for HRA, DA and other calculations
- Using Input Parameters
- Passing values to the formulas
- UsingValidations
- Using Multiple Validations
- Using Global Values
- Using Quick Pay
- Element Skip Rule
- Quick Paint Reports
- Absence Cal Formula

Oracle Time & Labor With Payroll Oracle Time & Labor Overview Oracle Time and Labor Elements

- Setting Up Elements for Time and Labor Data Entry (Payroll)
- Entering Element Time Information
- Entering Assignment Time Information
- Using the Employee Assignment Information Folder

Time Management Structure

- Creating a Holiday Calendar
- Creating Shifts
- Creating Work Plan
- Rotation Plan
- Earning Group

Retrieval and Deposit Processes

- Retrieval and Deposit
- Processes Retrieval and Deposit Processes Retrieval and Deposit Processes Defining Mappings
- Components Defining Mappings
- Defining Retrieval Processes
- Defining Deposit Processes Retrieval Rules Retrieval
- Rules Defining Retrieval Rules
- Defining Retrieval Rule Groups
- Running the Generate Flexfield and Mapping Information Process
- Reviewing the OTL Information Types Segments

Time Management Policies

- Hour Deduction Policy
- Shift Differential Policy
- Premium Eligibility Policy
- Earning Policy Creating
- Hour Deduction Policy Creating
- Shift Differential Policy
- Creating a Premium Eligibility Policy
- Creating a Premium Interaction Policy
- Creating an Earning Policy

Self Service Timecard Configuration

- ❖ Timecard Layouts
- ❖ Alternate Names
- ❖ Defining Alternate Names to Configure Lists of Values
- ❖ Entry Level Processing
- ❖ Defining Time Categories for Entry Level Processing
- ❖ Defining Time Categories for Entry Level Processing
- ❖ Defining Time Entry Rules for Entry Level Processing
- ❖ Defining Entry Level Processing Time Entry Rule Groups

Preferences

- ❖ Default Preferences
- ❖ Defining Preferences
- ❖ Defining Eligibility Criteria for Preferences
- ❖ Viewing People Preferences

Time Entry and Tranfer Process

- ❖ Self - Service Timecard Entry
- ❖ Time Entry and Transfer Procedures
- ❖ Using the Timecard Window
- ❖ Transferring Time cards to BEE

OTL To Payroll

- ❖ Validate BEE
- ❖ Transfer BEE
- ❖ Write formula for Time and Labor Calculations
- ❖ SOE

SSHR/ ESS

- ❖ ESS
- ❖ ESS Set up and Using with Career Management
- ❖ ESS for Employee Information
- ❖ ESS Setting of SIT

SSHR/ MSS

- ❖ ESS
- ❖ MSS Set up and Hierarchy
- ❖ Approvals for Employees
- ❖ Approving Absence
- ❖ Absence of Employee using payroll

ACCURALS, PRORATION, BALANCES

US PAYROLL   /   UAE PAYROLL

Faculty :

Duration :

Fees :

Batch Details :

PH : 92465 50660 / 9848967544