

ORACLE HRMS R12 COURSE CONTENT

<ul style="list-style-type: none"> ❖ What is an ERP ❖ Introduction to Oracle Application E-Business Suite and its Architecture. ❖ Understanding Multi-Org Concept in Oracle Application. ❖ Understanding Oracle apps R12 MOAC (Multi-Org Access Control Model). ❖ Oracle application System Administration. <ul style="list-style-type: none"> ✓ Creating Application Users ✓ Functional Security and Application Security ✓ Creating role based Responsibilities. ✓ Creating Custom Menus, Request Groups, Data Groups. ✓ Creating and managing Concurrent Programs and Reports. Standard request submission(SRS) ✓ Profile Options in Oracle Applications. ✓ Value Sets and Flex fields in Oracle Applications. ✓ KFF and DFF ✓ Overview of Alerts and Workflow . ❖ Fundamentals of Flexfields <ul style="list-style-type: none"> ✓ Basics of Flexfields ✓ Define Value sets ✓ Define Key Flexfields ✓ Define Descriptive Flexfields ✓ Flex field enhancements in R12 ❖ Core HR: <ul style="list-style-type: none"> ✓ Introduction ✓ Oracle HRMS Solutions ✓ Business Processes in Oracle HRMS ✓ Oracle HRMS Information Model ✓ Defining Payroll ❖ How to create Data Loader Sheets . ❖ Recording Exchange Rates ❖ Running a Payroll ❖ Running the Costing Process ❖ Correcting Results of Processing Using these Processes ❖ Running a Quick Pay ❖ Fast Formulas ❖ Absence Management and PTO Accrual Plans ❖ Introduction ❖ Setting Up Absence Management ❖ Managing Absences ❖ Understanding the Accrual Plan Structure ❖ Setting UP PTO Accrual Plans ❖ Administering Accrual Plans ❖ Adapting the Predefined Accrual Formulas ❖ Changing the Net Calculation Rules ❖ Self Service HR ❖ Introduction to SSHR ❖ Functions and Features of SSHR ❖ Fundamentals of SSHR ❖ Self-Service Basics ❖ User Access and Security ❖ User Access to People ❖ Configuring SSHR ❖ Functions, Menus, and Responsibilities ❖ Configuring Functions, ❖ Configuring Web Page Layouts 	<ul style="list-style-type: none"> ❖ Overview of Enterprise Work Structures ❖ Defining Common Data ❖ Defining Descriptive Flex fields ❖ Special Information Types and Extra Information Types in Oracle HRMS ❖ Defining Lookups and Values ❖ Creation a Business Group ❖ Creation of Locations and Organizations Overview ❖ Representing Financial Reporting Structure ❖ Representing Legal and Government Reporting Structures ❖ Defining Organization Information for Government Mandated Reporting ❖ Representing Grades and Their Relationship to Pay ❖ Representing Jobs and Positions ' ❖ Position Hierarchies ❖ Payroll- ❖ Introduction to Payroll Processing ❖ Defining Payment Methods ❖ Defining Elements ❖ Making Batch Element Entry (BEE) ❖ Overview of Payroll Processing ❖ Running Prepayments ❖ Difference Between Rollback, Retries, and Reversals ❖ Balances ❖ Reasons for Adjusting Balances ❖ Viewing and Correcting a Quick Pay ❖ Defining Bank FLEXfield ❖ Approvals- ❖ Using SSHR ❖ Common SSHR Functions ❖ Employee Directory
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