WILLPOWER Technologies

ORACLE HRMS

Topics covered

HR
Recruitment
Career management
Payroll
OLM
OTL
I Recruitment
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 Flex field structures (job, position, grade,
Competence, cost all, 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 flex fields
Using of SIT (with setup for new structure)
Using of EIT (with setup for new structure)
Organizations, 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, Employee Assignment

Recruitment

Overview of Recruitment cycle, Requisitions &
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,
Development Event, program and one-time Event
Enrolling of Employee in to the Events

I Recruitment

I Recruitment Overview

Implementation
Configuration Overview
IRecruitment Profile Options
Entering Business Group Information

Security

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

Working with iReruitment

Overview of Manager
Using Employee
I Recruitment Candidate Job Basket

I Recruitement 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, linking 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 operators, Functions, Comments
   Database Items (Static/Dynamic)
   Formula Results
   Writing formulas for HRA, DA and other calculations
   Using input parameters
   Passing values to the formulas
   Using validations
   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 & Labor Elements

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

Time Management Structures

   Creating a Holiday Calendar
   Creating Shifts
   Creating Work Plan
   Earning Group

Retrieval and Deposit Processes

Retrieval and Deposit
Processes Retrieval and Deposit Processes Retrieval
And deposit Processes Defining Mapping
Components Defining Mapping
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
Premium Interaction 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

Duration: 6 WEEKS   **FACULTY: Pavan**   **FEE: 10,000**

**# 605/A, 6ᵀᴴ Floor, Nilgiri Block, Aditya Enclave, Ameerpet, Hyderabad - 500 016.
Ph: 040-66366637, 8885566637**

WILLPOWER TECHNOLOGIES

 # 605/A, 6TH Floor, Nilgiri Block, Aditya Enclave, Ameerpet, Hyderabad - 500 016.
Ph: 040-66366637, 8885566637