

G0516 - 11i Human Capital Management (HCM) Configuration

Course Objectives

This course is designed to introduce the Oracle 11i core HRMS module (UK), detailing the full functional and technical implementation components involved with the HRMS module.

This programme has been designed to deliver best practice advice during the planning and development of a core HRMS implementation programme. The programme has been structured to deliver specialist advice during the different phases of the implementation, to teach delegates the HRMS Enterprise Model, how to design effective models for differing organizations structures and how to fully implement HRMS for a major enterprise structure.

The course also provides specialist vital knowledge resources concerning the technical migrations and data management process involved in implementing Oracle 11i HRMS application.

Who Should Attend	Prerequisites	Duration
Super Users HMRS Consultants HMRS Analysts ICT Staff	Basic PC Skills Good Understanding of HR	4 Days

Course Contents

Introduction

What is Oracle HR?
Key Concepts
The Human Resource Model
Shared Data Repository
Multilingual HR
Managing Change

Implementation Steps

Installing Configuring Steps

Searching for Data

How to search for Data

Responsibilities

Data Groups
Request Groups
Menu Exclusions
Excluded Items
Securing Attributes

Users and Responsibilities

Creating Users
Adding Direct Responsibilities
Adding Indirect Responsibilities
Managing Securing Attributes

Menus

Creating Menus
Viewing Menu Tree's
Managing Menu Entries

Concurrent Programs

Concurrent Programs
Executable
Request
Output
Sessions
Incompatibilities
Executables

Setup and Management of the below request functions

Type
Schedule
Completion Options
Request Sets
Stage Requests
Request Parameters
Link Stages

Request Groups

Creating Groups
Key and Descriptive Flexfields
Value Sets
Hierarchies
Cross Validation
Flexfield Segments

Profiles

Searching and Editing Profiles

Searching and Administering Folder

Search
Administer
Defaults

Extended Data

Special Information Types
Extra Information Types

Task Flow

Nodes
Creating a Task Flow
Import / Export

Forms Configurator

Predefined Templates
Configurator tools
Template Components
Applying a Template
Import / Export

Enterprise Modelling

Workstructures
Modelling Jobs and Positions
Project Based Enterprise
Role Based Enterprise
Locations
Organisations
Job
Positions
Grades
Hierarchies