Oracle E-Business Suite (EBS) R12 Human Capital Management Essentials

Zetlan Technologies

Online Course

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Course Modules

1. **Core HR: Work Structures**
   - Define Organization Hierarchy and Classifications
   - Define Position Hierarchy and Position Control
   - Define Job & Job groups
   - Define Grade Structure: Grade Range / Grade Steps and Point
   - Create and Maintain Career Mangmnt: Competencies, Schools .,
   - Setup & Maintain Checklists
   - Manage Documents

2. **Core HR: Workforce Management**
   - Apply User & System for Person Types & Assignment Status
   - Manage Employee & Assignment Data - New Hire, Promotion,etc.
   - Manage Other Employee Data - Contracts, Qualifications, etc.,
   - Manage Salary (Salary Basis)
   - Use Person DFF, Assignment DFF
   - Use Global Deployment

3. **Core HR: Recruitment**
   - Create and Maintain Requisitions and Vacancies
   - Maintain Applicant Data: Hiring, canceling an Applicant

4. Core HR: Absence Management

- Configure Absence-related Elements & Links
- Configure Accrual Plan, Absence Types
- Use Accrual Fast Formulas

5. Core HR: Others

- Explain Date Track History Feature
- Use HR Security Profile
- Configure Key Flex Fields
- Use User Defined Tables
- Use Lookups
- Configure SIT & EIT
- Use Forms Config & Define Task Flow Use Imprtnt HRMS Profiles
- Explain Project Accounting with Core HR
- Create and Maintain Functions, Menus

6. Self Service HR

- Personalize SSHR
- Configure Oracle Approvals Management (AME)
- Explain Functionality of Termination, Absence Management, etc.,

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7. Payroll

- Explain Processes Fundamentals: Payroll Run, Pre-Payment, etc.,
- Explain Fundamentls of Retro Pay Process & Retro Elmnt Config
- Explain Costing Fundamentals
- Set up Elements Definition & Links
- Use Assignment & Element Set
- View Payroll & Assignment Process Results
- Explain Basics of Fast Formula & Element Run Results
- Use Balances & Dimensions
- Use Batch Element Entry (BEE)
- Explain Integration of Payroll with GL, Cash Mngmnt & Accounts

8. Compensation Workbench

- Create and Maintain Plans Definition, Types & Years
- Explain Plan Enrollment Requirements
- Define and Use Standard Rates
- Define Life Events
- Define Eligibility Profiles
- Explain Total Compensation Statement
- Use Compensation Workbench for Managers & Administrators
- Use Profile Options for CWB
- Perform Budgeting
- Manage Promotion and Rating

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The efficiency of online learning in terms of time management, flexibility, and the ability to access resources anytime, anywhere can be compelling.

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