

R12.X Oracle HRMS Total Compensation Foundations

Duration: 2 Days

What you will learn

This course provides a thorough introduction to the Total Compensation Framework—the core set of Oracle HRMS features used to set up your compensation and benefits offerings. As a prerequisite, take this course before you implement Standard or Advanced Benefits, Compensation Workbench, Individual Compensation Distribution, Absence Management, or Grade/Step Progression. You learn to define elements to store compensation and benefits data and to manage and validate elements in sets using Batch Element Entry (BEE). Other topics show you how to define a hierarchy of compensation objects and to control eligibility and price tags for those objects. Lastly, you learn to use System Extract to manage third-party reporting.

Learn To:

Understand the HRMS Total Compensation model

Define and manage elements

Handle benefits enrollments

Create system extracts

Audience

Business Analysts, End Users, Functional Implementer, Project Manager, Sales Consultants

Course Topics

Introduction to Compensation and Benefits

Total Compensation Framework

Introduction to Benefits Management

Introduction to Compensation Management

Total Compensation Elements

Introducing Elements

Defining Elements

Controlling Eligibility and Costing for Elements

Planning Methods of Entry

Using Batch Element Entry

Participant Eligibility

Introducing Eligibility

Defining Derived Eligibility Factors

Defining Participant Eligibility Profiles

Compensation Objects

Introducing the Compensation Object Hierarchy

Defining Plan Types and Options

Defining Plans and Programs
Running Plan Design Copy

Standard and Variable Rates

Defining Standard Contributions and Distributions
Defining Variable Rate Profiles

System Extract

Defining a System Extract: Overview and Layout Definition
Defining System Extract Criteria
Running a System Extract
Using HR/Payroll Extracts