R12.X Oracle HRMS Total Compensation Foundations

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