R12.x Oracle HRMS Work Structure Fundamentals

Course Overview

Overview of Enterprise Work Structures

- Explaining the Oracle HRMS information model
- Indicating the typical types of enterprise

Understanding Work Structure Components 1

- Providing an overview of work structures
- Explaining how to represent the employer using work structures
- Explaining business groups and emphasize that they represent legislations in Oracle HRMS

Understanding Work Structure Components 2

- Discussing locations, organizations, jobs, and positions

Understanding Work Structure Components 3

- Discussing grades, people groups, unions, and representative groups

Setting up Enterprise Work Structures

- Defining Key Flexfields
- Explaining key flexfields in Oracle HRMS
- Identifying the standard features of key flexfields
- Discussing the points to consider while creating key flexfields

Creating a Business Group

- Representing your enterprise
- Discussing the business group and the option of having single and multiple business groups
- Sharing information across business groups
- Recording standard information for a business group

Creating Locations

- Providing an overview of locations
- Defining and deleting locations

Creating Organizations

- Explaining organizations within a business group
- Creating, classifying, and deleting organizations
- Entering additional information for organizations
- Identifying organization manager
- Creating organization hierarchies

Representing Financial Reporting Structure

- Providing an overview of representing financial reporting structures
- Recording costing information
- Discussing parallel reporting structures (HR and GL) and integration of these parallel reporting structures
- Automatically create HR organizations based on GL Account Combinations

Representing Government Reporting Structures (US)

- Discussing the reporting requirements
- Preparing for Government–Mandated HR Reporting

Representing Jobs and Positions

- Explaining using jobs and positions
- Describing job structures, jobs, and job groups
- Discussing additional information for jobs and supplementary roles
- Describing position structures, positions, position control, and position transactions
- Discussing additional information for positions
- Changing job and position definitions

Position Hierarchies

- Defining and changing position hierarchies

Mass Move Updates

- Reorganizing and mass moving positions, assignments, and organizations

Understanding Checklists

- Benefits of using Checklists
- How Checklists work
- About Checklist-task performers
- Setting up Checklists

Setting up Workers Compensation (US)

- Providing an overview of workers compensation in Oracle HRMS
- Discussing work classification codes and rates