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Oracle Fusion HCM Training Curriculum Online by Certified Consultant

Module 1: Introduction to Oracle Fusion HCM

- Overview of Oracle Fusion Human Capital Management (HCM)
- Oracle Cloud Applications Architecture
- HCM Cloud Modules Overview
- HR Digital Transformation Concepts
- Oracle Fusion HCM Navigation
- User Roles and Security Overview
- HCM Business Processes
- Oracle Fusion HCM Implementation Lifecycle

Module 2: Oracle Fusion HCM Core HR

- Enterprise Structure Configuration
- Legal Entities and Business Units
- Departments and Locations
- Workforce Structures
- Jobs and Positions
- Grade and Grade Ladder Management
- Workforce Modeling
- Core HR Configuration

Module 3: Workforce Structures and Organization Management

- Enterprise Configuration
- Organization Hierarchies
- Position Management
- Department Structures
- Workforce Models
- Business Unit Configuration
- Geographic Structures
- Organization Reporting Relationships

Module 4: Workforce Administration



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- Employee Lifecycle Management
- New Hire Process
- Employee Transfers
- Promotions and Demotions
- Global Transfers
- Termination and Separation Processes
- Workforce Changes
- Employment Records Management

Module 5: Oracle Fusion HCM Security

- Security Architecture Overview
- Role-Based Access Control (RBAC)
- Job Roles and Abstract Roles
- Data Roles
- Security Profiles
- User Account Management
- Security Policies
- Audit and Compliance

Module 6: Workforce Compensation

- Compensation Management Overview
- Salary Administration
- Individual Compensation Plans
- Workforce Compensation Plans
- Bonus and Incentive Management
- Compensation Cycles
- Budget Allocation
- Compensation Analytics

Module 7: Oracle Fusion Payroll

- Payroll Fundamentals
- Payroll Configuration
- Payroll Elements
- Earnings and Deductions
- Payroll Processing
- Payroll Calculations
- Payroll Costing
- Payroll Reporting



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Module 8: Absence Management

- Absence Management Overview
- Leave Plans and Policies
- Vacation and Sick Leave Configuration
- Leave Accrual Rules
- Absence Requests and Approvals
- Holiday Calendars
- Leave Balances
- Absence Reporting

Module 9: Time and Labor Management

- Time and Labor Concepts
- Time Entry Configuration
- Work Schedules
- Time Cards
- Approval Workflows
- Overtime Management
- Shift Scheduling
- Time Reporting and Analytics

Module 10: Talent Management

- Talent Management Overview
- Talent Profiles
- Career Development
- Succession Planning
- Talent Reviews
- Goal Management
- Competency Management
- Talent Analytics

Module 11: Performance Management

- Performance Management Concepts
- Performance Document Creation
- Goal Setting and Tracking
- Continuous Performance Evaluation



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- Employee Self-Assessment
- Manager Evaluation
- Performance Ratings
- Performance Analytics

Module 12: Recruitment and Oracle Recruiting Cloud (ORC)

- Recruiting Process Overview
- Job Requisition Management
- Candidate Management
- Career Sites
- Interview Scheduling
- Offer Management
- Onboarding Processes
- Recruiting Analytics

Module 13: Learning Management (Oracle Learning Cloud)

- Learning Management Overview
- Learning Catalog Management
- Course Creation and Assignment
- Learning Communities
- Certifications and Compliance Training
- Learning Journeys
- Learning Analytics
- Skill Development Programs

Module 14: Benefits Management

- Benefits Administration Overview
- Benefits Program Setup
- Eligibility Profiles
- Enrollment Processes
- Life Event Management
- Benefits Reporting
- Open Enrollment Management
- Benefits Compliance

Module 15: Employee and Manager Self-Service



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- Self-Service Features
- Employee Information Management
- Personal Information Updates
- Manager Self-Service Functions
- Approval Workflows
- Team Management
- Mobile HCM Features
- Employee Experience Enhancements

Module 16: Oracle Fusion HCM Reporting and Analytics

- HCM Reporting Overview
- OTBI (Oracle Transactional Business Intelligence)
- BI Publisher Reports
- Workforce Analytics
- HCM Dashboards
- Custom Report Development
- KPI Monitoring
- Data Visualization

Module 17: Oracle Fusion HCM Integrations

- HCM Data Loader (HDL)
- HCM Spreadsheet Data Loader (HSDL)
- Oracle Integration Cloud (OIC)
- REST and SOAP APIs
- Fast Formula Basics
- Third-Party Payroll Integrations
- ERP and Finance Integration
- Data Migration Strategies

Module 18: Fast Formula and Advanced Configuration

- Fast Formula Fundamentals
- Formula Types
- Payroll Formulas
- Absence Formulas
- Compensation Formulas
- Validation Rules
- Troubleshooting Techniques
- Advanced Configuration Scenarios



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Module 19: Oracle Fusion HCM Implementation Project

- Requirement Gathering
- Configuration Planning
- Enterprise Structure Setup
- Security Configuration
- Data Migration Activities
- Testing and Validation
- User Acceptance Testing (UAT)
- Go-Live Preparation

Module 20: Real-Time Scenarios and Capstone Project

- End-to-End Employee Lifecycle Management
- Recruitment to Onboarding Process
- Payroll Processing Scenario
- Absence and Time Management Scenario
- Talent and Performance Management Scenario
- HCM Reporting and Analytics Project
- Implementation Case Study
- Final Project Presentation