



Tech Leads IT



Certified Program in Oracle Fusion HCM

Online | Corporate Training | Self-Paced

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Promise is what we make!

Quality is what we deliver!

Job is what we ensure!

And

Trust is what we conquer!

*With lot of energy, passion, commitment and quality
introducing **Tech Leads IT**, to act as a catalyst and to
nurture young **Fusion Implementation Specialist***



25,000+ Students | 2 Countries
200+ Batches | 10,000+ Placements



Learn From One of

High Rated & Recommended Institute



4.8

★★★★★
(576) Reviews



4.5

★★★★★
(449) Reviews



4.7

★★★★★
(700) Reviews

FAQ'S



DURATION

Mon – Sat, Daily 1Hr. + **2.5 Months** + Including Real Time Project



CERTIFICATIONS

After completion of the training, course completion certificate issued from Tech Leads IT



ELIGIBILITY

Any Graduate



APPLICATION ACCESS - 5 Months



LEARNING PORTAL ACCESS - 1 Year

Till 1 year can attend 'N' number of batches

Till 1 year can access daily live class recordings from our portal



AVG PACKAGES

2.4-5 Lakh p.a. (Fresher) | 5-30 Lakh p.a. (Experienced) may vary depending on their experience



PRE REQUISITE

There are no pre-requisites to learn **Oracle Fusion HCM**

FAQ'S



PLACEMENTS

We are associated with Large to small MNC companies to provide placements to our top performed students



ORACLE CERTIFICATION

Will help you to clear the Oracle Certification



RESUME HELP

Will provide you sample resume templates and helps you with resume preparation



INTERVIEW QUESTIONS

We have predefined set of Interview Questions & Answers



COURSE FEE : 25,000/- INR



TRAINER DETAILS

Sumesh 23+ Years

- ✓ Real-Time Trainer
- ✓ Oracle Fusion – 50+ Batches completed

KEY HIGHLIGHTS



1-Year Membership



Material, Case Studies
& Assignments



Predefined set of Interview
Questions & Answers



Real-Time Projects



Recorded
Video Access



Mock-Up
Interview Sessions



Certificate from
Tech Leads IT



Placements

10+
Modules

60+
Hours Training

5+
Assessments

5+
Mock-up
Interviews

Making the course one of its best in INDIA

Oracle Fusion HCM **Certifications**

- Oracle Global Human Resources Cloud 2022
Implementation Professional
Exam Number: 1Z0-1046-22



ORACLE
Certified
Specialist

Modules

Modules Cover: Functional

- Functional Setup Manager
- Core HR
- Performance Management
- Talent Management
- Goal Management
- Absence Management
- Oracle Time & Labour
- Oracle Compensation
- Oracle Payroll
- Oracle HCM Communicate

Technical Topics

- OTBI Report Basics
- BI Reports Basics
- HCM Data Loader
- Spread sheet Data Loader
- Fast Formulas
- FBL

Sumesh 23+ Years Experience
Senior Real-Time Trainer

Brief Introduction about Oracle Cloud HCM / Oracle Fusion HCM:

Oracle Fusion HCM is a comprehensive cloud-based human capital management (HCM) platform that provides organizations with a wide range of tools and capabilities to manage and optimize their human resources. The Oracle Fusion HCM course content covers a number of key modules, including Functional Setup Manager, Core HR, Payroll, Performance Management, Talent Management, Goal Management, Absence Management, and Oracle Time & Labour.

The **Functional Setup Manager module** allows users to configure and customize the Oracle Fusion HCM system to meet their specific business needs. This module covers topics such as defining security policies, and setting up user roles and permissions.

The **Core HR module** provides essential HR functionality, such as managing employee records, tracking employee benefits and deductions, and managing employee data. This module covers topics such as employee self-service, employee recruitment, and employee termination.

The **Payroll module** provides tools for managing employee pay and benefits, such as calculating pay checks, tracking time and attendance, and managing taxes and deductions. This module covers topics such as payroll processing, payroll reporting, and payroll compliance.

The **Performance Management module** provides tools for evaluating and managing employee performance, such as setting performance goals, conducting performance reviews, and providing feedback and coaching. This module covers topics such as performance planning, performance assessment, and performance development.

The **Talent Management module** provides tools for attracting, developing, and retaining top talent, such as identifying and recruiting top performers, providing training and development opportunities, and recognizing and rewarding employee achievements. This module covers topics such as talent acquisition, talent development, and talent retention.

The **Goal Management module** provides tools for setting and tracking employee goals, such as defining key performance indicators, setting targets and benchmarks, and monitoring goal progress. This module covers topics such as goal planning, goal alignment, and goal achievement.

The **Absence Management module** provides tools for tracking and managing employee absences, such as recording time off requests, managing leave balances, and reporting on absence trends. This module covers topics such as absence policies, absence reporting, and absence compliance.

The **Oracle Time & Labour module** provides tools for managing employee time and attendance, such as tracking hours worked, recording leave and absence time, and calculating pay rates. This module covers topics such as time tracking, time reporting, and time management.

Oracle Cloud Compensation is a module within the Oracle Cloud Human Capital Management (HCM) system that allows organizations to manage and automate their employee compensation processes. With this module, organizations can streamline the process of setting, tracking, and adjusting employee pay, including base salary, bonuses, and other forms of compensation. The module also provides tools for managing and analysing employee compensation data, helping organizations make informed decisions about pay and benefit strategies.

Oracle HCM Communicate is a communication tool within the Oracle Human Capital Management (HCM) system that allows organizations to send targeted messages, alerts, and notifications to employees, managers, and other stakeholders. It allows users to create and schedule communication campaigns, customize content based on employee demographics or job roles, and track the effectiveness of the communication. It is designed to improve communication and collaboration within an organization and help keep employees informed and engaged.

Overall, the Oracle Fusion HCM course content provides a thorough introduction to the capabilities and functionality of the Oracle Fusion HCM platform, and equips students with the skills and knowledge to effectively use and manage the system in real-world settings.

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Modules

Functional Setup Manager



- Getting started with Fusion Applications
- Initial activities for Oracle Fusion Implementation
- Preparing Fusion Applications
- User Management
- Role Management
- Create Implementation Users Using the FA Super -User
- Synchronizing Users and Roles in LDAP with -Fusion HCM
- Introduction to Functional Setup Manager

Creation of Implementation Project

- Offerings
- Options
- Features
- Fusion HCM Business Process Overview

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Modules

Core HR



- Implementation Tasks
- Manage Geographies
- Define Currencies
- Define Locations
- Manage Enterprise Creation
- Enterprise Structure
- Enterprise Components
- Enterprise Divisions
- Legal entities
- Business Units

- Reference Data Sets
- Manage Work Structures
- Departments
- Jobs
- Positions
- Grades& Grade Rates
- HCM Security Profiles
- Role Mapping
- Profile options

Employment Model

- Two tier model
 - Work Relationship
 - Assignment
- Three tier model
 - Work Relationship
 - Employment Terms
 - Assignment

Work Structure

- Departments
- Jobs
- Positions
- Grades



- Payroll Introduction
- HCM Security
- Common Application Configurations
- Define Payroll Business Definitions
- Define Pay Frequencies
- Define Payroll Elements
- Create Element Entries
- Define Fast Formulas
- Define Balance Definitions
- Calculate Payroll

- Define Events
- Define Payment Methods
- Define Payroll Costing
- Payroll flexes fields
- Define Object Groups
- Define Payroll Patterns
- Define Security for Payroll
- Run Payroll
- Payslip overview
- Security for Payroll



- Lesson and Course Objectives
- Introducing Oracle Fusion Talent Management
Introducing Talent Management
- Main Business Activities
- Security and Functional Setup Manager Overview
- Role-Based Access Control Role Types
- Security Reference Implementation
- Talent Management Job

- Roles
- Talent Management Duties and Privileges by
Application Functional Setup
Manager Overview
- Job Roles with Functional Setups Duty
- Creating Implementation Projects and
Assigning Implementation Tasks
- Define Talent Profile Settings
- Profile Management



- Introduction to compensation management
- Definition and importance of compensation
- Types of compensation
- Key considerations in designing a compensation program
- Overview of Base Pay Configuration
- Setting pay levels and ranges
- Determining pay structure

- Implementing a compensation program
- Administering pay increases and bonuses
- Linking compensation to performance and results
- Salary Basis & Salary Ranges
- Grade Ladder with Progression Configuration
- Individual Compensation Plans
- Workforce Compensation Plan

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Modules

Talent Management



- Integrations and Setup
- Define Talent Profile Content
- Setting Up Talent Profile Content
- Content Library, Content Types and Content Items
- Define Rating Models and Talent Profiles
- Rating Models
- Profile Types and Components
- Instance Qualifiers
- Writing Assistant
- Manage Talent Profiles

- Access to Talent Profiles
- Using Team Talent and Talent Profile Cards
- Using Compare Items and Best Fit
- Manage Common Talent Objects
- Creating Review Periods
- Managing Performance Document Types
- Managing the Goal Library
- Talent Management Notifications
- Auditing Talent Management Business Objects

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Modules

Goal Management Concepts



- Goal Management Setup
- Lookups, Flex fields and Profile Options
- Managing Goal Plans
- Creating Goal Plans
- Managing Goal Plan Sets
- Using Goal Management
- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals
- Approving Goals
- Define Questionnaires
- Questionnaires Concepts
- Managing Questions
- Question Library
- Question & Response Types
- Questionnaire Templates
- Creating Questionnaire

- Understanding and Defining Worker Performance
- Performance Management Overview
- Performance Profile Options and Descriptive Flex fields
- Performance Roles and Matrix Management
- Eligibility Profiles and Process Flow Definitions
- Configuring Sections, Document Types and Templates
- Performance Templates and Performance Template Sections
- Using Performance Management
- Performance Documents and Worker Evaluations
- Administration and Monitoring Tasks for Worker Performance

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Modules

Oracle HCM Communicate



- Target Messaging
- News Letter – Customization
- Scheduling

- Message Tracking
- Collaboration
- Audience – filtering and Creation

Absence Management



- Absence Management Setup Components
- Absence Management Supporting Setup Components
- Defining Accrual Plan Attributes and Participation
- Absence Plan Types
- Accrual Plans Overview
- Accrual Plan Attributes
- Eligibility Profiles Overview
- Defining Accrual Limits, Rates, and Balances
- Defining Accruals
- Repeating Time Periods
- Accrual Plan Limits Fusion HCM
- Setting Up Qualification Plans and No Entitlement Plans
- Qualification Plans
- Qualification Plan Attributes
- Qualification Plan Term Types
- Fast Formulas in Absence Management
- Formula Usage for Absence Plans and Absence Types
- Absence Types, Reasons, Categories, and Certifications
- Absence Management Setup Framework
- Absence Type Overview
- Absence Pattern and Features
- Plans and Reasons for Absence Types
- Scheduling and Maintaining Absences
- Managing Absence Records and Entitlements
- Absence Recording Overview
- Absence Approvals
- Scheduling and Monitoring Absence Processes

Time and Labour



- Repeating Time Periods
- Time Card Layout Components
- Layout Sets
- Manage HCM Groups
- Create Time card Components
- Time Card Calculation Rule Templates
- Time Card Calculation Rules
- Worker Time Entry Profile
- Time Processing Profile
- Loading of Timecards

Technical Concepts



- OTBI Reports
- BI Reports
- FBL
- Fast Formulas
- HCM Data Loader
- Spread sheet Data Loader



[Oracle Fusion HCM Payroll Business Definitions](#)



[Oracle Fusion Employment Data Model](#)



[Oracle HCM Training | Legal entities Relationship with HCM](#)



[Functional Setup Manager | Oracle HCM Implementation Process Training](#)

What our Trainees Say



Minal Nimbolkar

Tech Leads IT is the Best Oracle Fusion HCM Training institute. In the month Of December I have completed My training with this institute its completely real time scenario based training am much satisfied with the training ,Trainer is having great knowledge on Fusion HCM modules.The way of his explanation and clarifying the questions is very understandable. Thanks to Tech Leads Team.



Sunanda Reddy

I took the HCM Training with Tech Leads here the Trainer is well experienced and this training is very helpful to gain Real-time knowledge. I suggest who are looking for real-time training tech leads it is the best for Fusion HCM modules. they are providing the best material when compared to other organizations they are providing application access more time



Rakesh Reddy

One of the best training institutes for Oracle Fusion HCM Modules. Trainer having in-depth knowledge of Core HR, Payroll, Absence, Talent, Compensation Modules and providing real-time examples.



Yogeesh p

I have Joined Fusion HCM Training in Tech leads IT Institute here the instructor is really very Knowledgeable and Real-Time. I like the way of explaining the concepts and Real-life scenarios to get the hands-on Also very professional in management and answer all questions immediately.

ORACLE

accenture
High performance. Delivered.

**Tech
Mahindra**

Infosys



Cognizant



LARSEN & TOUBRO

Mphasis
The Next Applied



GENPACT

splashBI

MOURITECH
GLOBAL ENTERPRISE SOLUTIONS

NTT DATA

Our Trainees Hail from

Dhanush
INFOTECH
We make IT the way you want IT

FIS

appit
solutions delivered!

Gevin
Believe in Excellence

DOYENSYS

SLK
SOFTWARE
The Automation Company

EvoSys
Passionate
Evolutionary
Friendly
Management

The Hackett Group
World Class Defined and Enabled

Deloitte

CYIENT

HCL

Arihant Adroit InfoSystems
Transforming Businesses through leveraged IT Solutions

Ready to get
incubated in

Oracle Fusion HCM

Lets Start

SR Nagar

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