

Oracle HCM Cloud: Profile, Goal, and Performance Management

Duration: 4 Days

What you will learn

This Oracle HCM Cloud: Profile, Goal and Performance Management course teaches you about the key concepts that determine a successful Oracle HCM Cloud Talent Management implementation. Using slides, demonstrations, case studies and hands-on activities, expert Oracle University instructors will teach you how to implement Talent Management products.

Learn To:

Configure talent profile settings.

Configure content types, content items, profile types and rating models.

Manage common objects used to manage talent.

Create, manage and assign goals and goal plans for workers and organizations.

Create questionnaires and the questions to populate them.

Configure templates to create performance documents; evaluate workers using these documents.

Benefits to You

Ensure a smooth, rapid implementation of HCM Cloud Talent Management. Better understand the configuration options for Profile, Goal and Performance Management so that you can make improved decisions during your implementation. Efficiently perform critical functional and transactional Talent Management tasks so your organization can attract, retain, and motivate a superior workforce.

Security for Oracle Cloud HCM Cloud & Oracle Functional Setup Manager

Learn how Oracle Fusion uses job and data roles, role inheritance and security privileges to secure application functionality and data access. You'll also use Oracle Fusion Functional Setup Manager to configure and implement talent review settings and templates.

Oracle HCM Cloud Talent Management

This course will teach you to set up and manage specific Talent Management objects to integrate your profile, goal and performance tasks. You'll create goals for workers, managers, and organization owners to support the common objectives of your organization.

Set up and Manage Performance Evaluations

You'll set up and manage performance evaluations and questionnaires to measure and report worker performance.

This course is relevant for any customers using Fusion Applications through Release 11.1.12. It's beneficial for both Oracle Cloud and on-premises deployments.

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Audience

Configuration Consultant
End Users
Functional Implementer
Implementation Consultant
Security Administrators
System Administrator
Technical Administrator
Technical Consultant

Related Training

Suggested Prerequisites
Oracle HCM Cloud: Career and Succession Planning and Talent
Oracle HCM Cloud: Career and Succession Planning and Talent Review

Course Objectives

Use Oracle HCM Cloud Workforce Development to perform functional or transactional Talent Management tasks
Test your setup by entering data and performing common Profile, Goal and Performance Management processes
Use Oracle Fusion Functional Setup Manager (FSM) to implement Profile, Goal and Performance Management within Workforce Development
Identify key concepts of Talent Management that determine a successful implementation

Course Topics

Course Overview

Lesson and Course Objectives
Course Schedule
Outline of Course Hands-On Activities
Oracle Fusion Resources

Introduction to the Oracle Fusion Applications User Interface

Introducing Oracle Fusion Applications User Interface
Introducing Oracle Fusion Talent Management
Introducing Talent Management Main Business Activities
Demonstrating Oracle Fusion Applications Help

Functional Setup Manager: Enabling Offerings for Initial Use

Functional Setup Manager Overview

Job Roles with Functional Setups Duty

Creating Implementation Projects and Assigning Implementation Tasks

Enabling Workforce Development Offerings

Define Talent Profile Settings

Introducing Profile Management

Profile 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

Use 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

Goal Management Concepts

Goal Management Concepts and Actions

Goal Types

Goal Management Setup

Lookups, Flex fields, and Profile Options

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Managing Goal Plans

Managing Goal Plans
Managing Goal Sets
Goal Eligibility

Using Goal Management

Administering and Mass Assigning Goals
Managing Worker and Organization Goals

Define Questionnaires

Questionnaire Concepts
Managing Questions
Question Library
Question and Response Types
Questionnaire Templates
Creating Questionnaires

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

Course Summary

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Appendix: Oracle Social Network and Talent Management

Benefits and Integrations of Oracle Social Network
Configuring Oracle Social Network for Talent Objects

Appendix: Security Overview

Role-Based Access Control

Role Types

Security Reference Implementation

Talent Management Job Roles

Talent Management Duties and Privileges by Application