
R12.x Oracle HRMS Compensation Workbench and Salary Configuration

Oracle HRMS enables you to set up and manage the compensation you provide for employees in your enterprise. This course teaches you how to set up and administer salary, grade-related pay, absences, and awards in your enterprise.

Objectives

- Identify the compensation management tools that Oracle HRMS provides and explain their features and benefits
- Identify salary components, salary basis, and salary elements
- Demonstrate how to administer salary changes
- Learn how to set up grade rates, pay scales, and scale rates
- Demonstrate how to set up grade ladders and run the concurrent processes that manage grade/step progression
- Demonstrate how to implement Compensation Workbench and determine and allocate compensation awards
- Understand what Individual Compensation Distributions (ICD) is and the benefits of using it
- Demonstrate how to record company and private vehicles in the vehicle repository
- Describe how to define and configure accrual plans appropriate to your enterprise
- Demonstrate how to view and analyze employee accruals
- Configure total compensation statement
- Configure criteria based rates

Topics

- Introduction to Salary, Awards, and Absences
- Implementing Salary Administration
- Using Salary Administration
- Grades and Pay Administration
- Configuring Criteria-Based Rates for Variable Pay
- Performing Compensation Surveys
- Compensation Workbench (CWB)
- Worksheet and Budget Sheet Configuration in Compensation Workbench
- Compensation Workbench Plan Administration
- Individual Compensation Distribution (ICD)
- Configuring Total Compensation Statement