
S R12.x Oracle HRMS Total Compensation Foundations

This course provides a thorough introduction to the Total Compensation Framework—the core set of Oracle HRMS features used to set up your compensation and benefits offerings. As a prerequisite, take this course before you implement Standard or Advanced Benefits, Compensation Workbench, Individual Compensation Distribution, Absence Management, or Grade/Step Progression. You learn to define elements to store compensation and benefits data and to manage and validate elements in sets using Batch Element Entry (BEE). Other topics show you how to define a hierarchy of compensation objects and to control eligibility and price tags for those objects. Lastly, you learn to use System Extract to manage third-party reporting.

Objectives

- Use the Total Compensation Framework to manage compensation and benefits for your enterprise
- Define elements to store compensation and benefits data
- Enter elements in batch
- Control eligibility through participant eligibility profiles
- Calculate derived factors, such as age or length of service, for use in participant eligibility profiles
- Structure your compensation and benefits offerings in Oracle HRMS
- Define compensation objects: programs, plan types, plans, and options
- Link participant eligibility profiles to compensation objects
- Define standard activity rates to calculate earnings and deductions and absence accruals
- Attach elements to standard rates
- Vary a standard activity rate by defining a variable rate
- Define the data elements and layout of a system extract
- Process a system extract

Topics

- HRMS Total Compensation Foundations
- Introduction - Compensation and Benefits
- Introduction to Benefits Management
- Introduction to Compensation Management
- Elements
- Element Definition
- Eligibility and Costing for Elements
- Element Entry Methods
- Batch Element Entry
- Participant Eligibility
- Eligibility Building Blocks

- Derived Eligibility Factors
- Participant Eligibility Profiles
- Compensation Objects
- Program/Plan Year Periods
- Plan Types and Options
- Plans and Programs
- Plan Design Copy
- Rates
- Variable Rate Profiles
- System Extract
- System Extract Criteria
- System Extract Processing
- HR/Payroll Extracts
- Summary