

## Oracle HCM Cloud: Talent Management

**Duration:** 5 Days

### What you will learn

This Oracle HCM Cloud: Talent Management training 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 use Oracle Fusion Functional Setup Manager 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.

Manage worker development goals and plans.

Create questionnaires and the questions to populate them.

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

Manage succession plans and talent pools to track and develop people to eventually replace key personnel.

Create and conduct talent review meetings to calibrate worker ratings for an organization.

Manage reputation profiles for organizations and workers.

Use Oracle Social Network to enhance workforce collaboration.

### Benefits to You

Ensure a smooth, rapid implementation of HCM Cloud Talent Management. Better understand the configuration options 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 Fusion HCM & Oracle Fusion 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 plan, configure and implement Oracle Fusion Talent Management.

### Oracle HCM Cloud Talent Management

This course will teach you to set up and manage Talent Management objects to integrate your review, tracking, and development tasks. You'll create profiles to track workers' skills, competencies, and accomplishments and define the required or desired qualifications of jobs and positions. 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. You'll also set up succession plans and talent pools to manage candidate development. Finally, you'll create talent reviews to enabling your organization to review and evaluate data from the profile, performance, goals, and compensation management applications.

### Please Note

This course is relevant for any customers using Fusion Applications through Release 11.1.10. It's appropriate for both Oracle Cloud and on-premises deployments.

### Live Virtual Class Format

A Live Virtual Class (LVC) is exclusively for registered students; unregistered individuals may not view an LVC at any time. Registered students must view the class from the country listed in the registration form. Unauthorized recording, copying, or transmission of LVC content may not be made.

### Audience

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

### Related Training

#### *Suggested Prerequisites*

Oracle Applications Cloud: Functional Setup Manager for Implementers

Oracle HCM Cloud: Global Human Resources

Oracle HCM Cloud: Security

Oracle HCM ?????????????? - WDP

### Course Objectives

Identify the key concepts of Talent Management that determine a successful implementation

Use Oracle Fusion Functional Setup Manager (FSM) to implement Workforce Development

Test your setup by entering data and performing common Talent Management processes

Use Oracle HCM Cloud Workforce Development to perform functional or transactional Talent Management tasks

## Course Topics

### **Talent Management Course Overview**

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

### **Introducing Oracle Fusion Applications and Talent Management**

- Introducing Oracle Fusion HCM Cloud Service
- Introducing Oracle Fusion Applications User Interface
- Introducing Oracle Fusion Talent Management
- Introducing Talent Management Main Business Activities
- Demonstrating Oracle Fusion Applications Help

### **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 and Manage Workforce Profiles**

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

### **Manage Common Talent Objects**

- Creating Review Periods
- Managing Performance Document Types
- Managing the Goal Library
- Talent Management Notifications
- Auditing Talent Management Business Objects

### **Manage Goals and Define Worker Goal Setting**

- Goal Management Concepts and Actions
- Goal Types
- Goal Management Setup
- Lookups, Flexfields, Profile Options, and Notifications
- Goal Library, Goal Plans, and Goal Plan Sets
- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals
- Approving Goals

## **Manage Career Development**

- Establishing Development Plans for Workers
- Managing Worker Development Goals
- Assigning Development Goals to Workers
- Specifying Goal Intent
- Sharing and Approving Developing Goals
- Exploring Roles for Worker Career Interest
- Selecting Favorites
- Configuring Feature Choices and Setup Options

## **Define Questionnaires**

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

## **Manage and Define Worker Performance**

- Performance Management Overview
- Performance Profile Options and Descriptive Flexfields
- Performance Roles and Matrix Management
- Eligibility Profiles and Process Flow Definitions
- Performance Templates and Performance Template Sections
- Interim Evaluations
- Performance Documents and Worker Evaluations
- Administration and Monitoring Tasks for Worker Performance

## **Manage Succession Plans and Talent Pools**

- Succession Management Overview
- Succession Management Integrations and Setup
- Creating and Managing Succession Plans
- Succession Plan Types, Security, and Access
- Talent Pools Overview and Integrations
- Creating and Managing Talent Pools
- Adding Members and Goals to Talent Pools
- Talent Pool Security and Access

## **Review Talent and Define Talent Review**

- Talent Review Overview and Life Cycle
- Talent Review Integrations
- Talent Review Setup and Maintenance Tasks
- Potential Assessment
- Talent Review Template
- Creating Talent Review Meetings
- Preparing Data Content before a Talent Review Meeting
- Conducting a Talent Review Meeting and Managing Notes and Tasks

## **Workforce Reputation Management**

- Understanding Reputation and Compliance Management
- Managing Social Roles and Mentorship
- Performing a Skills Search

## **Talent Management Course Summary**

Course Summary

### **Appendix: Manage Oracle Social Network**

Benefits and Integrations of Oracle Social Network

Configuring Oracle Social Network for Talent Objects

Using Oracle Social Network with Goals

Using Oracle Social Network with Performance Documents

Using Oracle Social Network with Talent Pools

Using Oracle Social Network with Talent Reviews