



Noble Software Consulting IT Training

ORACLE HRMS 11i COURSE OVERVIEW

This training Course is designed for the HR professionals and previous experience with HR concepts is helpful. The module provides complete hiring and HR functions for the corporation. Previous experience with relational database management and SQL is also helpful.

ORACLE HRMS 11i – 40 HRS

Introduction to Oracle 11i HR module

- ❖ HRMS applications
- ❖ HRMS views, tables, and legislative components

HRMS Security

- ❖ Security tools and capabilities
- ❖ Restrictions

Date Track

- ❖ Access, modes and terminology

HRMSi

- ❖ Components of HRMSi
- ❖ OLTP and relational data
- ❖ Discoverer workbooks
- ❖ Business views
- ❖ Data Warehouse

HRMS interfaces

- ❖ Configuration options and shared entries

HRMS personal data

- ❖ HRMS data and processes
- ❖ Work structures, people and compensation

Flexfields, SIT and EIT

- ❖ Flexfields in HRMS
- ❖ SIT and EIT configuration

The Cost-Based Optimizer and other performance topics

Globalization Features

- ❖ Language support and other language related issues
- ❖ Currency
- ❖ Data partitions
- ❖ Business groups

Understanding the HRMS Business process

- ❖ API parameters
- ❖ API processing
- ❖ HRMS and Data Pump

MIX

- ❖ System data extract and BEE

ATG data loading tools

Payroll interfaces

Application Data Exchange (ADE)

- ❖ Installation and configuration
- ❖ Using ADE
- ❖ Troubleshooting

Extension restrictions

- ❖ API User Hooks
- ❖ Implementing and Registering user hooked code

FastFormula

Database items

Calling FastFormula from PL/SQL

- ❖ Setup and design of basic concepts
- ❖ Formula calls

Forms Configurator

People Management templates

HRMS security and the custom WHERE clause