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EBS Human Capital Management Release 12.1


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Director, Oracle E-Business Suite


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Agenda

-  **Overview and Release 12 Customers**

-  Strategy

-  Release 12.1

Oracle E-Business Suite HCM Products

Intelligence	OBI Apps, Reports, HR Intelligence		
Talent Management	iRecruitment	Learning Management	Comp Workbench and OIC
	Performance Mgmt	Succession Planning	iLearning
Self Service	Self Service HR		
Workforce Management	Time & Labor	HRMS (Core HR, Benefits)	
	Global Payroll		Advanced Benefits
Training Aid	User Productivity Kit		

Deep Localizations Expand Global Boundaries

Oracle Capability
Country Extensions

Oracle has localizations for 30 countries covering 87% of world GDP



Australia



Belgium



Canada



China



Denmark



Finland



France



Germany



Hong Kong



Hungary



India



Ireland



Italy



Japan



Korea



Kuwait



Mexico



Netherlands



New Zealand



Norway



Poland



Russia



Saudi Arabia



Singapore



South Africa



Spain



Sweden



UAE



UK



United States



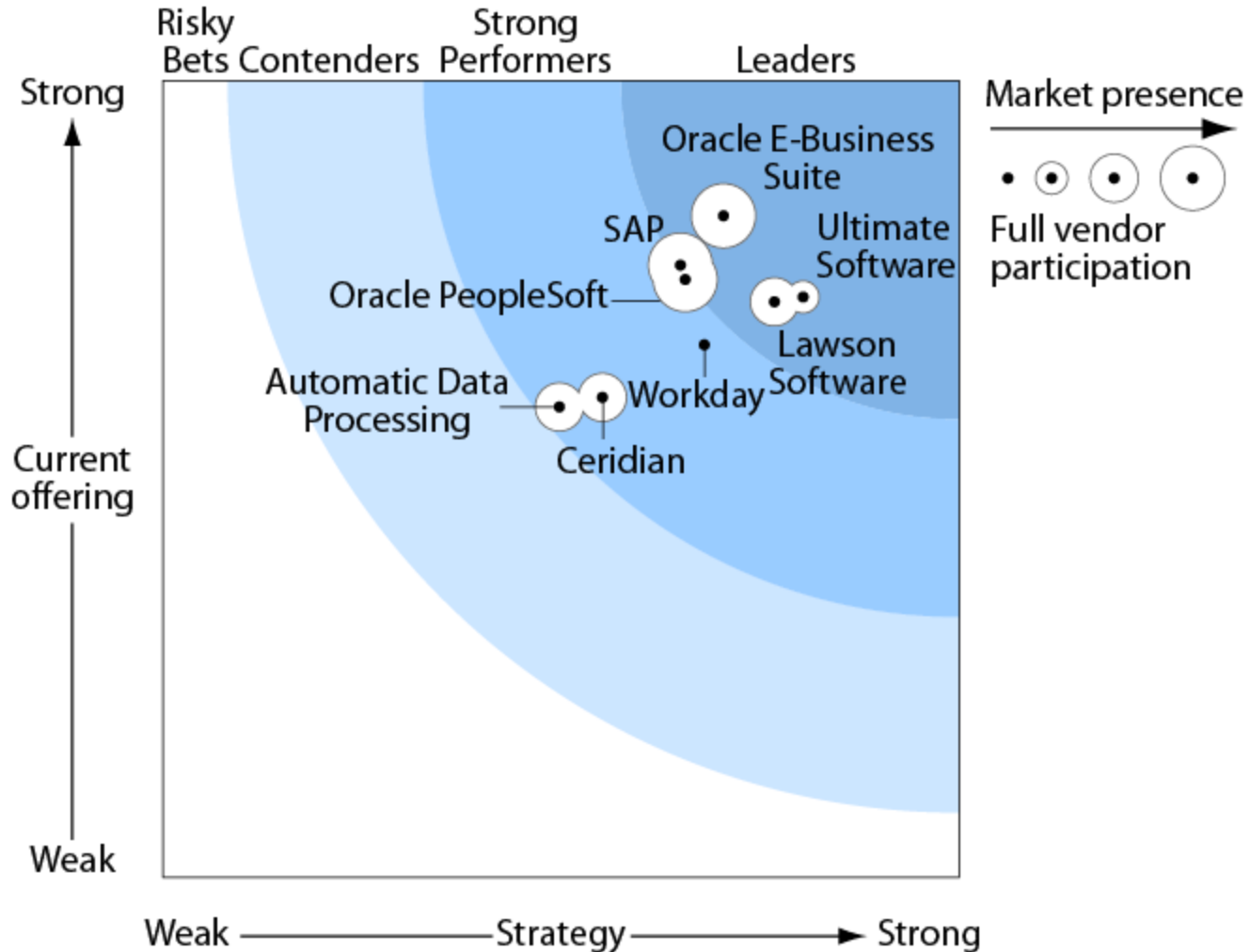
Plus International HRMS

Manage All Employees Within a Single System While Adhering to Local, In-Country Regulations

ORACLE



Forrester Wave™: HR Management Systems, Q4 2008



E-Business Suite Release 12 Live Customers





C i s c o

Industry: High Technology

Go-Live: November 2008

Employees: 64,087

Revenue: US \$9.8 billion

Region: Americas / West

www.cisco.com

New Implementation

Oracle Products & Services:

- Oracle HRMS
- Self Service (Employee/ Manager)
- Incentive Compensation
- HR Analytics

Cisco Systems, Inc. is the worldwide leader in networking for the Internet. Networks are an essential part of business, education, government and home communications, and Cisco Internet Protocol-based (IP) networking solutions are the foundation of these networks.

Business Challenges

- Difficulty in supporting evolving sales strategy and go-to-market models.
- Increase productivity and reduce the high total cost of ownership.
- Accuracy and quality of systems.
- Complex, legacy IT systems architecture.

Business Benefits / Solutions

- Enabled data set-up, validation, gradual deployment and roll-out of the new compensation platform in FY08.
- Used Fusion Technology such as Oracle Enterprise Manager (OEM) for database and performance monitoring; Oracle XML Publisher for ICE operational report; Siebel Analytics integration with Oracle Application Release 12.
- Replaced PSFT 8.3 and 36 other legacy systems
- 65000 Employees, 82 Countries, 26 Business Groups

R12.1 Live Customers

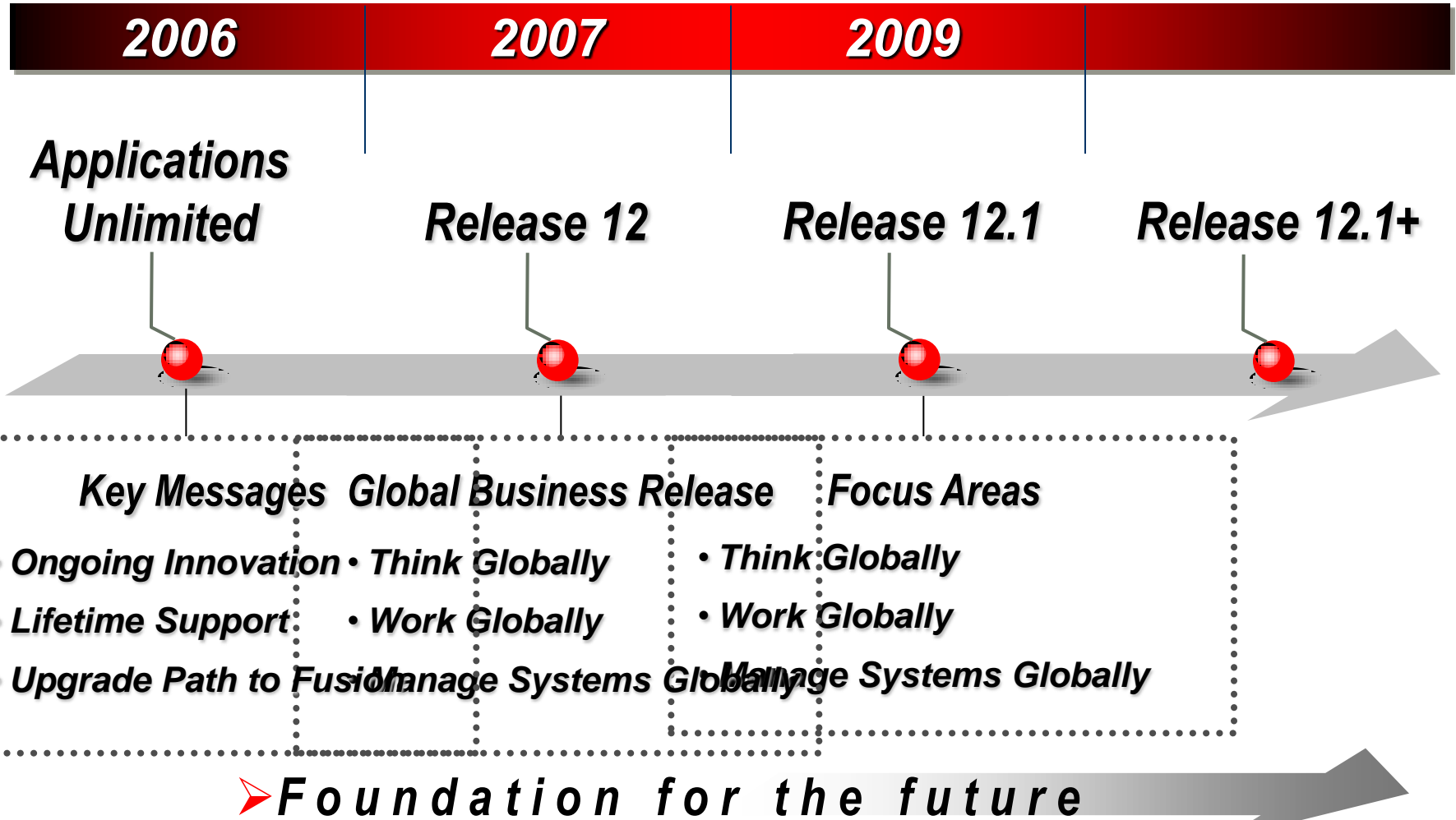
- General Electric (GE)
 - 325,000 employees
 - Moved from 11i10 to R12.1 for HR and SSHR
- Albemarle
 - 7000 Person Chemical Company
 - Hosted by Titan Technologies
 - Live on 12.1 HR, SSHR and Payroll
 - Rolling out iRec and Performance on 12/1
- Agilisys
 - Live on HR and Payroll
- Gulf Aircraft Maintenance Organization
 - Live on HR, SSHR and Payroll R12.1
- Zebra Technologies
 - Upgrade from R12 to R12.1

Agenda

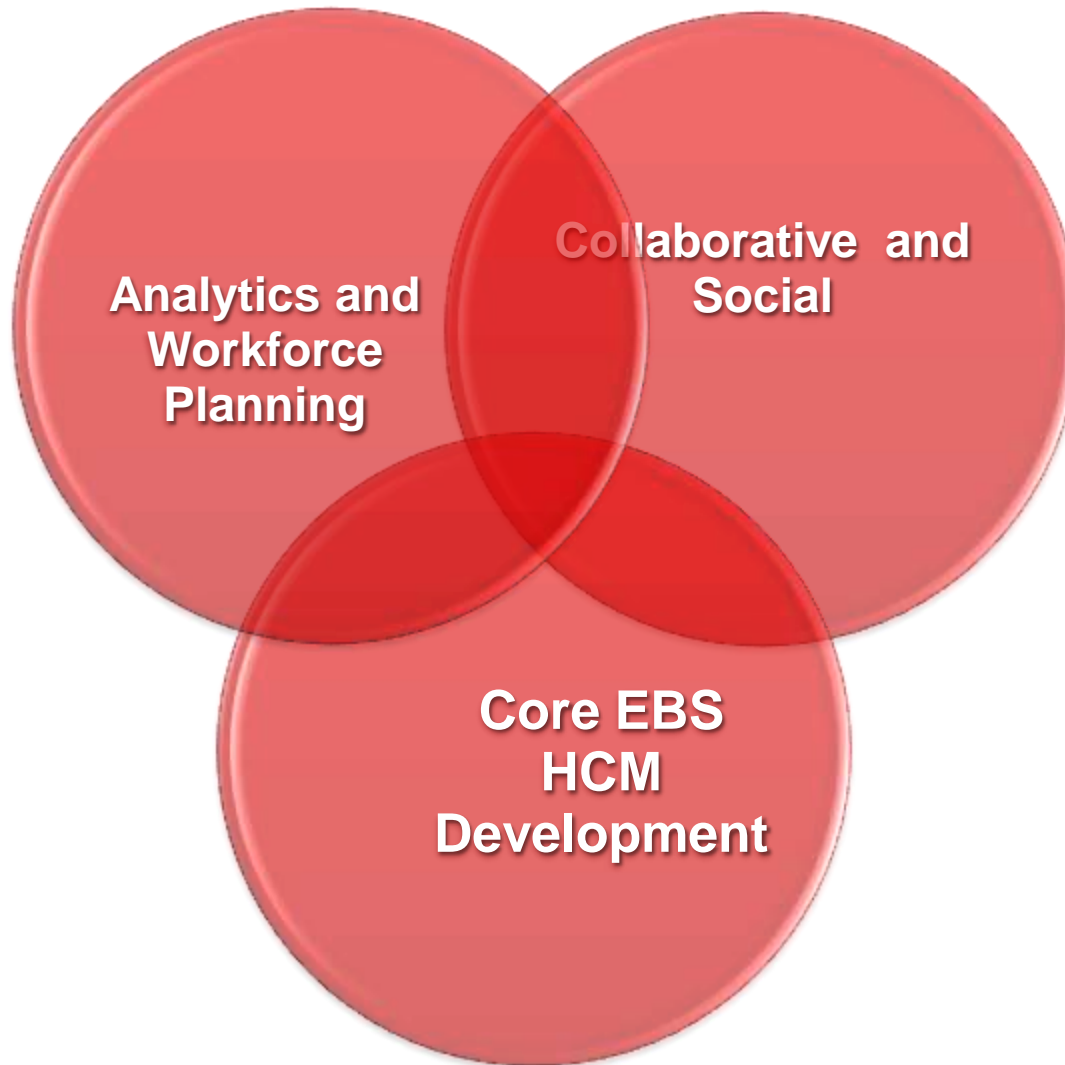
- Overview and Release 12 Customers
- **Strategy**
- Release 12.1

Oracle's Application Strategy

Applications Unlimited



HCM Strategy and Focus Areas



HR Strategy

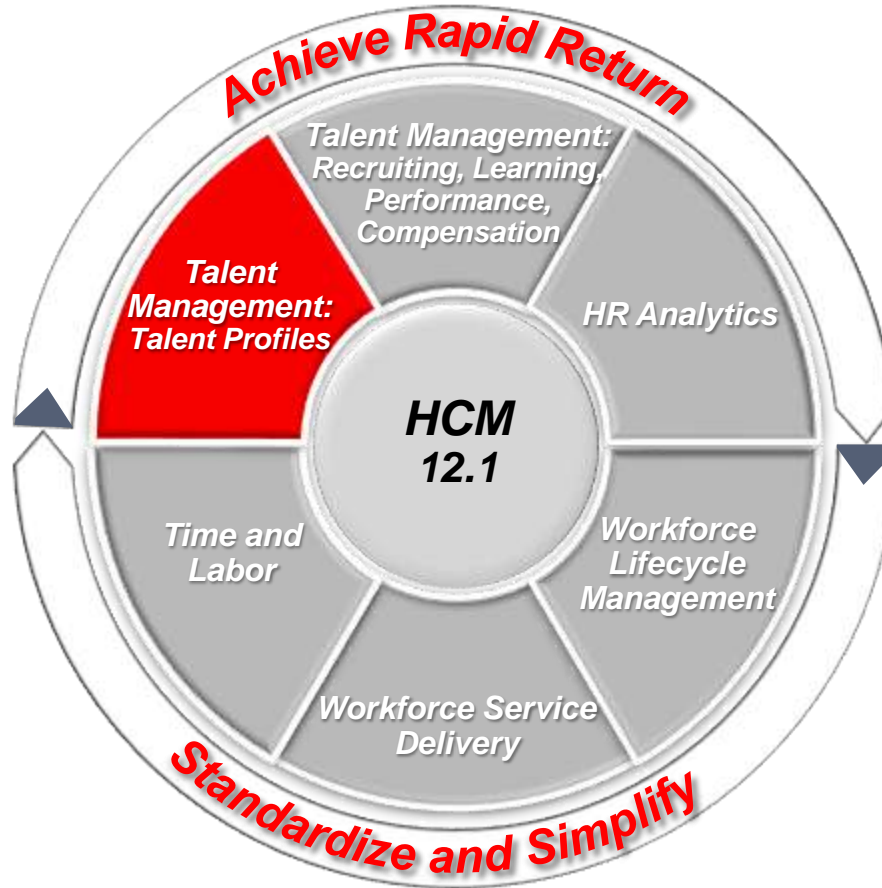
- PRODUCT INVESTMENTS
 - Investment within Core EBS HRMS
 - Release 12.1
 - GA on April 27th 2009
 - Release 12.1.2 GA on Dec 18th 2009
 - Release 12.1.3 Planned for June/ July 2010
- DELIVERY
 - Hosted
 - **North America:** KBACE, ATT and Titan Technologies
 - **UK:** Symatrix and Titan Technologies
 - **Middle East:** Telecom Egypt
 - **ANZ:** Presence of IT

Agenda

- Overview and Release 12 Customers
- Strategy
- **Release 12.1**

Oracle E-Business Suite Human Capital Management

Talent Management: Employee/ Talent Profiles



Talent Profile


Maintain Employee Talent Information

Talent Management Profile: Overview

Name

-- Recently visited profiles --

Palmer, Ms. Mary



Contact Details
 Phone (Work) **617-345-9384**
 Mobile **617-987-3492**
 Phone (Home)
 Email Address
 Address **23754 Oakland Drive, New York, NY, 10006, US**

Employment
 Organization **PR-Process Master**
 Job **BUYER1.Buyer 1 (Process)**
 Position
 Supervisor **Copeland, Sandra**
 Location **PR1**
[Show Additional Employment Information](#)

Performance Matrix

■	□	□
□	□	□
□	□	□

Performance vs Potential
 Performance vs Retention

Tags:

[Expand All](#) [Collapse All](#)

Competencies [More](#) [Show](#)

Appraisal [More](#) [Show](#)

Qualifications [More](#) [Show](#)

Succession Plan [Hide](#)

As Succeedee :

Successor	Readiness Level	Earliest Succession Date
Cairns, Mr. Paul		01-Jan-2012
Mack, Mr. Thomas		01-Jan-2012
Benson, Mr. George		01-Jan-2012
Bennett, Terence G (Terry)		01-Jan-2012

As Successor :

Succession Plan For	Readiness Name Level	Earliest Succession Date
No results found.		

Training [More](#) [Hide](#)

Filter:

Course Name	Delivery Method	Enrollment Status	Start Date	End Date
No results found.				

Job History [Show](#)

Previous Employment [Show](#)

Cash Compensation [Show](#)

Additional Information [Show](#)

Performance Objectives [More](#) [Hide](#)

Plan Name

Start Date **01-Jan-2008** End Date **31-Dec-2010**

Objective Name	Start Date
Become an Employer of Choice	01-Jan-2008
Enterprise C Global Objective-2	01-Jan-2008
Enterprise C Global Objective-1	01-Jan-2008

Certification [More](#) [Show](#)

Career Path [More](#) [Show](#)

Other Professional Qualifications [More](#) [Show](#)

Compensation Statement [More](#) [Show](#)

Talent Profile


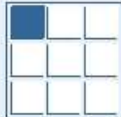
Self Service Transactions

Talent Management Profile: Overview

Name -- Recently visited profiles --


















Palmer, Mr. Blair D. (Blair)

General Information: Palmer, Mr. Blair D. (Blair)

Contact Details	Employment	Performance
 <p>Palmer, Mr. Blair D. (Blair) DIR300.Director</p>	Organization: Corporate Human Resources Job Position: DIR300.Director Of Employment Supervisor Location: Erickson, Barry HR- New York Show Additional Employment Info	 <input checked="" type="radio"/> Performance vs Potential <input type="radio"/> Performance vs Retention

Tags: [java](#), [oracle](#), [hrms](#), [payroll](#), [india](#)

[Expand All](#) [Collapse All](#)

 Competencies More Show	 Appraisal More Show	 Performance Metrics More Show
 Qualifications More Show	 Training More Show	 Worker Status Change More Show
 Work Preferences More Show	 Job History Show	 Termination More Show
 Salary More Show	 Previous Employment Show	 Change Pay More Show
 Benefits More Show	 Cash Compensation Show	 Change Job More Show
	 Additional Information Show	 Change Cost Center, Location and Manager More Show

- Select an Action --
- Select an Action --
-
- Compare Profile
- Download Subordinate List
- Performance Metrics**
- Printable Version(Customizable)
- Printable Version(Full)
-
- Worker Status Change
- Change Hours
- Termination
- Change Pay
- Change Job
- Change Cost Center, Location and Manager
- Personal Information
- Tenure Status
- Transfer
- Education and Qualifications
- Other Professional Qualifications
- Competency Profile
- Work Preferences
- Resume
- Extra Information
- Change Worker Status and Terms

Talent Profile

Profile Report



Talent Profile Palmer, Mr. Blair D. (Blair)

General Information



Contact Details

Phone Work	650-555-1234
Phone Home	
Email Address	
Address	45390 Hahn Grade, Missoula, MT, 59806, US

Employment Details

Organization	
Job	DIR300.Director
Position	DIR325.Director Of Employment
Grade	100.1.East
Group	HRMS.

Qualifications

Title	Type	School
Bachelor of sciences	Bachelor Degree	Madonna University
Master of computer applications	Masters Degree	Carnegie Mellon University

Training

Course Name	Delivery Method	Status	Start Date	End Date
Commercial Property Coverage I & II	Instructor Led Training (Classroom)	Requested	2000-06-08	2000-06-09
Advanced Desktop Office Applications Training	Instructor Led Training (Classroom)	Enrolled	2001-11-14	2001-11-14
The Executive Leadership Seminar	Instructor Led Training (Classroom)	Attended	2003-08-04	2003-08-08
Accounts Payable Desk Manual Courseware	Self Paced Online	Enrolled	2004-01-01	

Succession Planning in Release 12.1

Increase Employee Engagement & Retain Key Talent

WHAT'S NEW IN 12.1

- Identify critical roles, jobs, positions and people in the organization
- Identify talent pool available in the organization
- Map the talent pool with the critical roles, jobs, positions and people

RESULTS

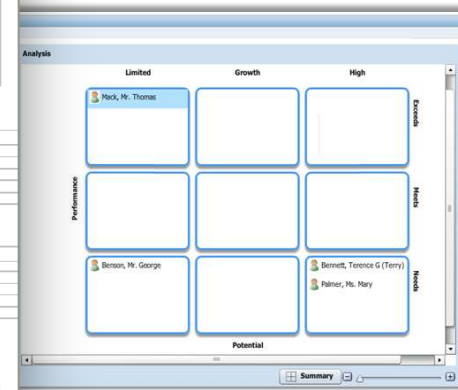
- Increase employee engagement and retain talent
- Identify and nurture available talent
- Focus on career planning and development for high potential employees

Create Succession Plan

Succession Plan for Turnover Rate / Risk of Loss
* Employee Name Key Role / Person

Personalize "Create Succession plan"

*Employee Name	Employee Number	Succession Potential	*Readiness Level	*Earliest Succession Date	Latest Succession Date
<input type="text" value="Paul, Lorraine"/>	<input type="text" value="33"/>	<input type="text" value="High"/>	<input type="text" value="One Year"/>	<input type="text" value="01-Sep-2009"/>	<input type="text" value="31-Mar-2010"/>



Succession Planning

Succession Planning

Simple Search

Note that the search is case insensitive

Succession Plan For: Job

Successor:

Succession Plan for	Role Name	Key Role/Person	Turnover Rate/Risk of Loss	Successor	Advancement Potential	Readiness Level	Eligible for Promotion	Earliest Succession Date	Latest Succession Date	Additional Succession Details	Worker's Details	Update	Delete
Job	Systems Analyst	Yes	High	John Smith	High	Within six months	Yes	01-Mar-2008	30-Jun-2008				
Job	Systems Analyst	Yes	High	Amy Depp	Very High	Immediate	Yes	01-Jan-2008	30-Mar-2008				
Job													

Create Succession Plan

Succession Plan for: Turnover Rate / Risk of Loss:

* Employee Name: Key Role / Person:

*Employee Name	Employee Number	Succession Potential	Performance	Rank	*Earliest Succession Date	Latest Succession Date	Eligible for Talent Promotion Profile	Additional Succession Details
Bennett, Terence G (Ter)	89	Above Average	4 - Above Average	1	01-Jan-2010		<input checked="" type="checkbox"/>	
Benson, Mr. George	113	Above Average	5 - Outstanding	2	01-Jan-2010		<input checked="" type="checkbox"/>	
Mack, Mr. Thomas	513	Above Average	5 - Outstanding	3	01-Jan-2010		<input checked="" type="checkbox"/>	

Performance Matrix

Succession Planning

Profile Analysis/Comparison

People in comparison list

Successor For:



Select All | Select None

Select Person

- Bennett, Terence G (Terry)
- Palmer, Mr. Blair D. (Blair)

ORACLE Profile Analysis

Palmer, Mr. Blair D. (Blair) / Bennett, Terence G (Terry)

Palmer, Mr. Blair D. (Blair) Bennett, Terence G (Terry)

General Information

	Palmer, Mr. Blair D. (Blair)	Bennett, Terence G (Terry)
Organization	DIR300.Director	MGR600.Store Manager
Job	DIR325.Director Of Employment	-
Position	100.1.East	-
Grade	HRMS.	HRMS.

Qualifications

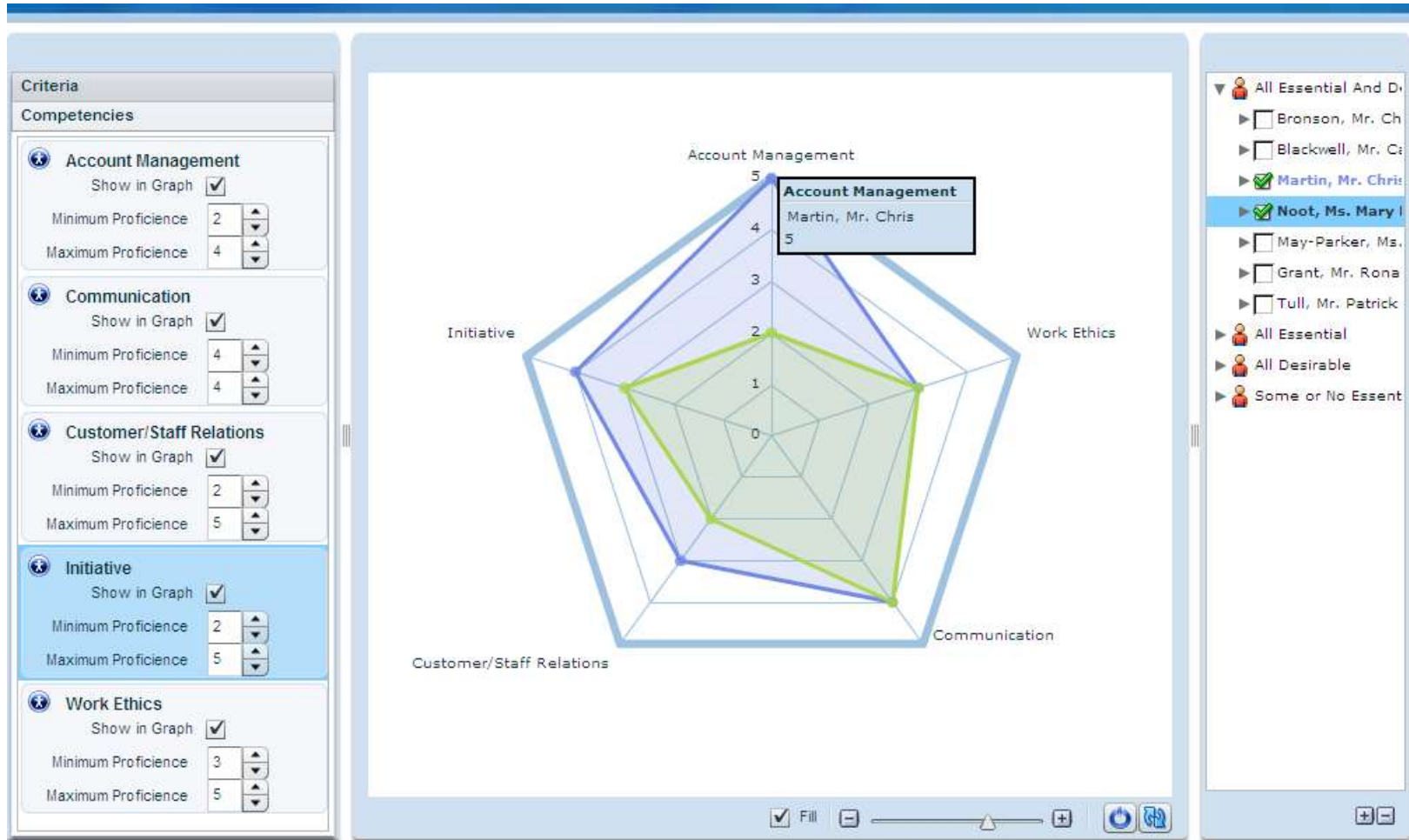
	Palmer, Mr. Blair D. (Blair)	Bennett, Terence G (Terry)
Common Qualifications		
Masters Degree		
Status	Complete	Complete
School	Carnegie Mellon University	Stanford University

Appraisal

Appraisal Review Date	Palmer, Mr. Blair D. (Blair)	Bennett, Terence G (Terry)
2008-12-31	5	3
2005-12-31	5	3
2005-08-02	3	3
2004-12-31	4	4
2003-12-31	4	5
2002-01-01	4	4

Succession Planning

Competency Compare Approach



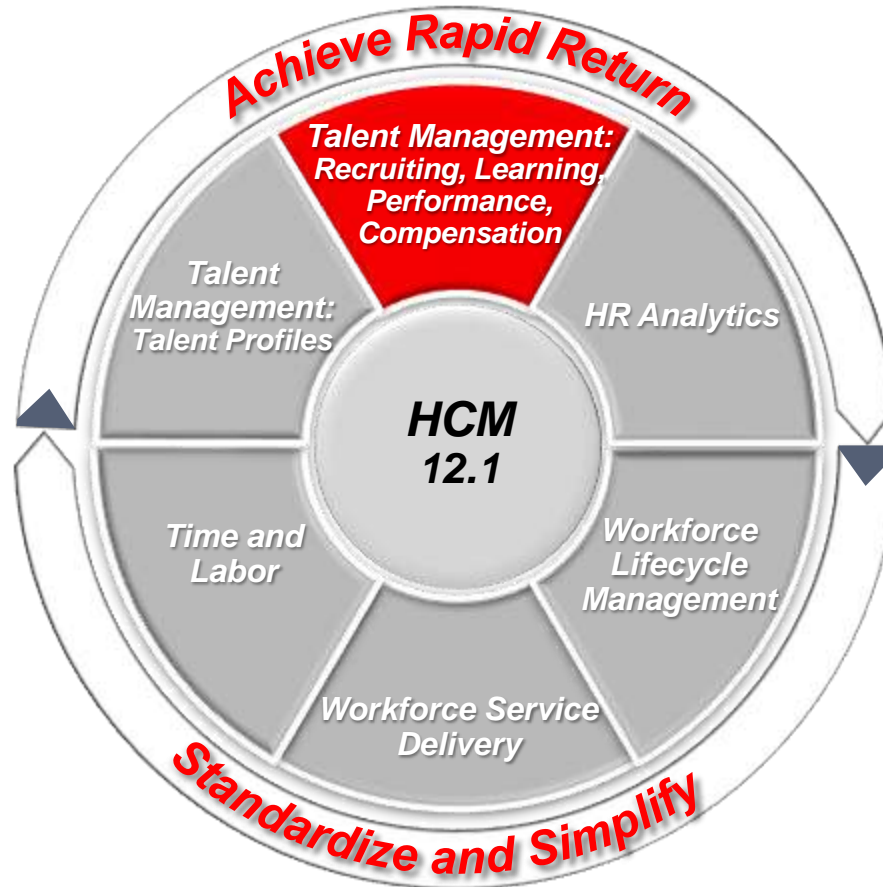
[Diagnostics](#) [Home](#) [Logout](#) [Preferences](#) [Personalize Page](#)

[About this Page](#) [Privacy Statement](#)

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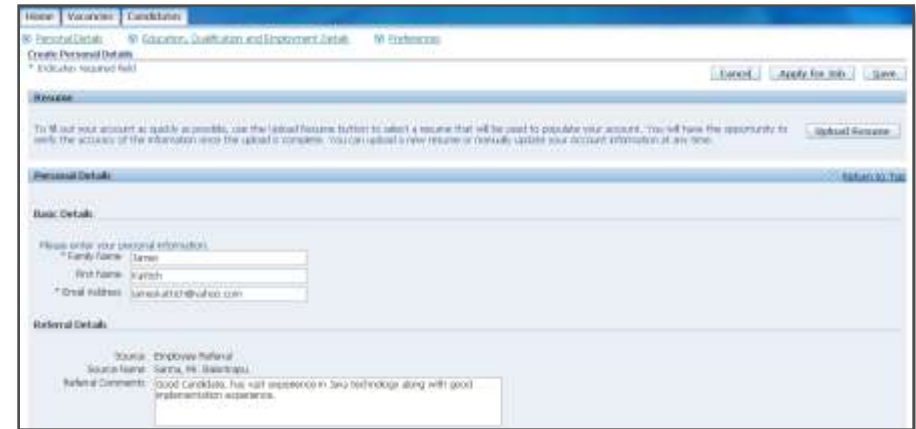
Oracle E-Business Suite Human Capital Management



iRecruitment in Release 12.1

Reduce Time to Hire & Improve Candidate Engagement

- Employee Referrals
 - Recruiters or hiring managers mark vacancies eligible for employee referral
 - Employees create candidates and refer them to a manager to pursue the candidate
- Recruiter and Manager Dashboards
 - Direct access to the recent vacancies, new applicants, and recently created or updated offers



RESULTS

- Improves the speed of hire which in turn improves overall recruiting efficiency
- Engages employees in the acquisition of talent for the organization
- Reduce time needed for recruitment activities by having access to a summary of all activities

My Managers	Vacancies	Applications	Pending	Offers
Department	Number of Vacancies	Number of Applications	Number of Pending	Number of Offers
Oracle	100	1000	100	100
HR	100	1000	100	100
Finance	100	1000	100	100
Total	300	3000	300	300

My Recruiters	Vacancies	Applications	Pending	Offers
Recruiter	Number of Vacancies	Number of Applications	Number of Pending	Number of Offers
Oracle	100	1000	100	100
HR	100	1000	100	100
Finance	100	1000	100	100
Total	300	3000	300	300

My Administrators	Vacancies	Applications	Pending	Offers
Organization	Number of Vacancies	Number of Applications	Number of Pending	Number of Offers
Oracle US	100	1000	100	100
Oracle India	100	1000	100	100
Oracle UK	100	1000	100	100
Oracle Australia	100	1000	100	100
Total	400	4000	400	400

Referrals

Ability to mark vacancies open for employee referrals and publish it within the internal referral site

New iRecruitment Employee Responsibility and function

Employees can –

- create candidates and apply for jobs on their behalf
- provide comments on referrals

Applicants can also provide reference of employees in the registration process.

The screenshot displays the iRecruitment system interface. At the top, there is a 'Recruiting Sites' table with columns for Site Name, Start Date, End Date, and Delete. Below this is a 'Navigator' pane with a tree view of site categories and a 'Personalize' button. The main area is titled 'Create Personal Details' and contains a 'Resume' section with an 'Upload Resume' button, a 'Personal Details' section with a 'Return to Top' link, and a 'Basic Details' section with input fields for Family Name, First Name, and Email Address. The 'Referral Details' section shows a dropdown for Source (Employee Referral), a text field for Source Name (Sarma, Mr. Balantrapu), and a text area for Referral Comments (Good Candidate, has vast experience in Java Technology along with good implementation experience.).

*Site Name	*Start Date	End Date	Delete
iRecruitment Internal Site	12-Sep-2008		
iRecruitment Internal Referral Site	12-Sep-2008		

Navigator

- Application Developer
- Employee Self-Service
- Functional Administrator
- iRecruitment Employee**

iRecruitment Employee

- Employee Referral

Create Personal Details

* Indicates required field

Resume

To fill out your account as quickly as possible, use the Upload Resume button to select a resume that will be used to populate your account. You will have the opportunity to verify the accuracy of the information once the upload is complete. You can upload a new resume or manually update your Account information at any time.

Personal Details

[Return to Top](#)

Basic Details

Please enter your personal information.

* Family Name: James

First Name: Kattich

* Email Address: JamesKattich@yahoo.com

Referral Details

Source: Employee Referral

Source Name: Sarma, Mr. Balantrapu

Referral Comments: Good Candidate, has vast experience in Java Technology along with good implementation experience.

Dashboards

View Recruitment Summary

ORACLE® Recruitment

Home Logout Preferences Personalize Page

Home Vacancies **Candidates**

Recruitment Summary

By Directs

Managers:

Direct	Number Of Vacancies	Vacancy		Total Number Of Applications	Applications			Pending For Approval	Offers			
		Number Of Openings	Filled		To Be Processed	In Process	Rejected		Approved	Extended	Accepted	Rejected
Stuart, Mr. Mike	13	260	26	207	116	65	26	13	13	13	13	13
William, Han	13	260	26	208	117	65	26	13	13	13	13	13
Kelly, James	6	120	12	96	54	30	12	6	6	6	6	6
Column, Stacey	6	120	12	96	54	30	12	6	6	6	6	6
Michale, Mr. Louis	15	300	30	243	162	63	29	15				

By Hiring Managers

Recruiters:

Hiring Manager	Number Of Vacancies	Vacancy		Total Number Of Applications	Applications			Pending For Approval	Offers			
		Number Of Openings	Filled		To Be Processed	In Process	Rejected		Approved	Extended	Accepted	Rejected
Scott, Banner	6	60	6	50	47	7	5	3	3	3	3	3
Mike, Tim	6	60	6	49	34	11	6	3	3	3	3	3
Tim, Reed	100	10	10	79	44	25	10	5	5	5	5	5
Tracey, Nick	120	12	12	96	54	30	12	6	6	6	6	6
Paul, Riley	60	6	6	48	27	15	6	3	3	3	3	3
Thomas, Walker	120	12	12	96	54	30	12	6	6	6	6	6
Mark, Greger	100	10	10	80	45	25	10	5	5	5	5	5
Start, Carl	60	6	6	48	27	15	6	3	3	3	3	3
Brown, Harry	60	6	6	48	27	15	6	3	3	3	3	3
Jimmy, Hogues	60	6	6	48	27	15	6	3	3	3	3	3

By Organizations

Organizations:

Organization	Number Of Vacancies	Vacancy		Total Number Of Applications	Applications			Pending For Approval	Offers			
		Number Of Openings	Filled		To Be Processed	In Process	Rejected		Approved	Extended	Accepted	Rejected
Oracle US	19	380	38	305	102	91	38	19	19	19	19	19
Oracle India	10	320	32	257	86	76	32	16	16	16	16	16
Oracle UK	14	280	28	225	77	66	27	14	14	14	14	14
Oracle Australia	4	80	8	63	19	20	8	4	4	4	4	4

Home Vacancies Candidates Home Logout Preferences Personalize Page

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Recruitment Summary

Performance Management in Release 12.1

Employee Objectives Contribute to Enterprise Goals

WHAT'S NEW IN 12.1

- **Cascading Objectives**
 - Cascade Multiple Objectives
 - To Single or Multiple Employees
- **Line of Site Objectives**
 - Graphical representation of the alignment of objectives
- **Administration and Usability Enhancements**

The screenshot displays the Oracle Performance Management interface. The top section shows a 'Monitor Plan' for 'Performance Management Plan-2008' with a status of 'Published' and an end date of '30-Jun-2008'. Below this is a 'Scorecard Summary' table showing the number of scorecards for various positions like 'Development Manager' (1) and 'Development Director' (4). A detailed table lists 'Scorecard Owner Status' with columns for Assignment Number, Start Date, End Date, Supervisor, Job, and Organization. Owners include Goldy, Peter; Jatta, Jatin; Rago, Srinath; and Ravi, Lorraine.

The bottom section shows the 'View Upward Alignment of Objectives' table, which details the hierarchy of objectives. The table includes columns for Objective Name, Hierarchy Level, Owner, Priority, Measurement Style, Target Value, Target Date, Actual Value, Complete (%), and Achievement Date. A sample objective is 'Increase Revenue by 30 Million Dollars' with a target value of 300000000 and a target date of 30-Sep-2008.

Objective Name	Hierarchy Level	Owner	Priority	Measurement Style	Target Value	Target Date	Actual Value	Complete (%)	Achievement Date
Increase Revenue by 30 Million Dollars	1	BK, Murali	High	Quantitative	300000000	30-Sep-2008			

Focus Objective Name	Owner	Priority	Measurement Style	Target Value	Target Date	Actual Value	Complete (%)	Achievement Date
Increase Revenue of Product Sales by 15 Million Dollars	Paul, Lorraine	High	Quantitative	150000000	30-Sep-2008			
Increase Revenue of Product Sales by 5 Million Dollars	D Souza, Karin	High	Quantitative	50000000	30-Sep-2008			
Increase Revenue of Product Sales by 5 Million Dollars	Goldy, Peter	High	Quantitative	50000000	30-Sep-2008	20000000	40	
Increase Revenue of Product Sales by 5 Million Dollars	Smith, Aaron	High	Quantitative	50000000	30-Sep-2008			

RESULTS

- Reduce transaction time and improve usability
- Helps employees to understand how their objectives contribute to achieving organization goals
- Robust administration of PMPs

Mass Cascade Objectives

Performance Management > Set Worker Objectives > **Mass Cascade Objectives**

Finish Cancel

Choose list of Employees to cascade objectives

Select All | Select None

Select Worker Name	Assignment Number	Department	Job Name	Position	Status
<input checked="" type="checkbox"/> AVR, Mr. Subramanyam	259	EBS Human Resources Development	Software Development-Manager	Development Manager	Not Yet Started with Manager
<input type="checkbox"/> Abedin, Mr. Tushar	258	EBS Human Resources Development	Software Development-Sr Mgr	Senior Development Manager	With Manager

Create objectives to cascade objectives to All Selected Employees

Add Objectives to Cascade

Details	Aligned to manager Objective	*Worker Objective Name	*Start Date	Update	Delete	Duplicate
No search conducted.						

Performance Management > Set Worker Objectives > Mass Cascade Objectives > **Select Objectives to Cascade**

Cancel Add New and Align Duplicate and Align

Select All | Select None

Select	Details	Manager's Objectives
<input checked="" type="checkbox"/>	Show	Increase Revenue from Licence and Product Sales-15 Million Dollars (Ian)
<input checked="" type="checkbox"/>	Show	Roll out one product training session per quarter for Core HR & SSHR (Ian)

Cancel Add New and Align Duplicate and Align

Line of Sight

Performance Management > Track Objectives Progress >

Line Of Sight

Back

View Upward Alignment of Objectives.

Hide Objective Hierarchy

Objective Name	Hierarchy Level	Owner	Priority	Measurement Style	Target Value	Target Date	Actual Value	Complete (%)	Achievement Date
Increase Revenue by 50 Million Dollars	2	Godwin, Clifford	High	Quantitative	50000000	30/Nov/2008	↓		
Increase Revenue from Licence and Product Sales- 30 Million Dollars (Murali)	1	Subramanian, Mr. Murali	High	Quantitative	30000000	30/Nov/2008	↓		

View Downward Alignment of Objectives.

[Expand All](#) | [Collapse All](#)

Focus Objective Name	Owner	Priority	Measurement Style	Target Value	Target Date	Actual Value	Complete (%)	Achievement Date
<input type="checkbox"/> Increase Revenue from Licence and Product Sales- 30 Million Dollars (Shenoy)	Subraya, Mr. Shenoy	High	Quantitative	30000000	30/Nov/2008	↓		
<input type="checkbox"/> Increase Revenue from Licence and Product Sales-15 Million Dollars (Prakash)	Pulla, Mr. Prakash	High	Quantitative	15000000	30/Nov/2008	↓		
Increase Revenue from Licence and Product Sales-15 Million Dollars (Ian)	Sterling, Mr. Ian	High	Quantitative	15000000	30/Nov/2008	↓		

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Learning Management in Release 12.1

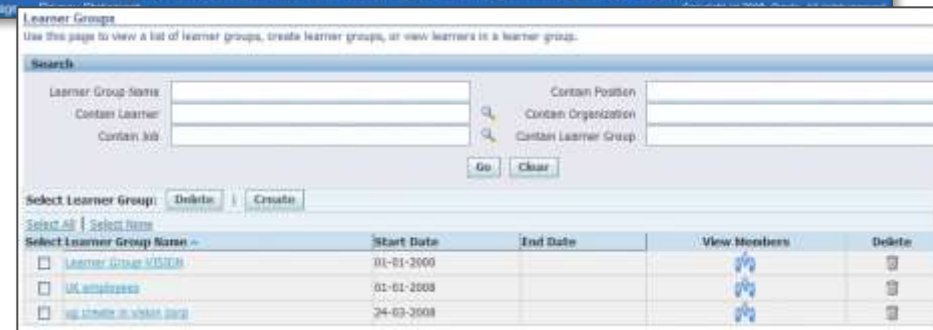
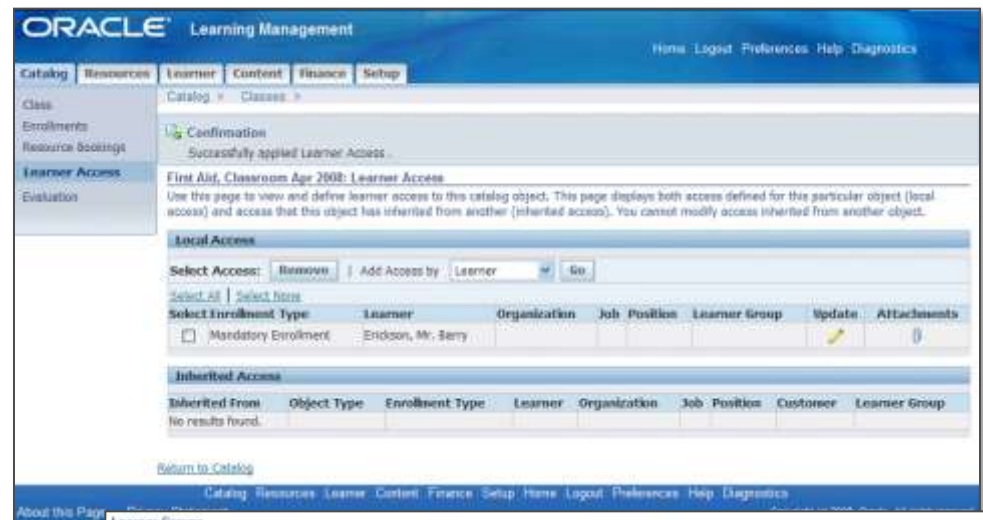
Develop High Performing Employees & Critical Skills

WHAT'S NEW IN 12.1

- **Learner Groups**
 - Define learner access available to categories, courses, offerings and classes
 - Mandatory and bulk enrolling of multiple learner groups
- **Mandatory Enrollments**
 - Ensure that workers are enrolled in mandatory training
- **Course Evaluations**

RESULTS

- Quickly roll out training to large variety of groups
- Ensure workforce is trained on the latest process changes and has met legal requirements
- Improve productivity and the bottom line by using evaluation results to provide more effective training



Mandatory Enrollment

Cancel Apply

Individual Learner

* Learner

Enrollment Type

Self Enrollment Mandatory Enrollment

Required Prerequisites

- None
- Competence
- Course
- Course and competence
- Course or competence
- None

Cancel Apply

Enrollments
 Personalize "Enrollments"
 Enrollments includes all current enrollments, including those in classes that are part of a learning certification or learning path. However, you can play online classes that are part of an active learning certification (and view performance status) only from the Learning Certification details page.
 Show Key Notation
 Personalize "Enrollments"

Course Name	Status	Offering Name	Type	Enrollment Date	Completion Date	Start Date	Start Time	End Date	End Time	Time Zone	Move to	Play History	Unenroll	Play Evaluation
Workforce Performance Management Tour (B12) - VPK	Not Attempted	Workforce Performance Management Tour - B12	4	18-SEP-2007 19:58		18-Sep-2007	00:00			Central Time				
Testing the skills for Management Training Learning Path	Passed	English, Self Paced Online	4	15-FEB-2005 00:00	03-MAR-2005 16:04:07	23-Sep-2004	00:00			Central Time				
Accounts Payable Desk Manual Courseware	Not Attempted	English, Self Paced Online	4	03-JUN-2005 00:00		01-Jan-2004	00:00			Central Time				
Human Resources Desk Manual Courseware	Completed	First Aid - Classroom	4	01-APR-2008 12:20	06-SEP-2005 12:59:55	01-Apr-2008	08:00	01-Apr-2008	23:00	CET				
Human Resources Desk Manual Courseware	Completed	English, Self Paced Online	4	07-JUN-2005 00:00		01-Jan-2004	00:00			Central Time				

The learner cannot unenroll.

Course Evaluation

Evaluation Instructions: Evaluation - Class

Answer the questions on this page . Click Finish Evaluation if you are ready to submit your evaluation.

Page 1 of 1

[Finish Evaluation](#)

Sec1

1. It was easy to park my car.

- False
 True

2. How was the teacher?

(Choose all correct answers)

- Well prepared.
 Able to answer your questions.
 Able to relate the topic to your daily life.
 Knowledgeable about the topic.

3. Anything we could do to improve the surroundings for this class?

The classroom was too small and there should have been one PC for each student.

4. The content was accurate and up-to-date?

- Disagree
 Agree

5. I think the content of this course is important to my daily work.

ORACLE
Learning Management

Evaluation Master Report

Report Date: 24-APR-2008 10:31
Page 2 of 2

Class Name	Course Name	Date	Section Name	Question Text	Answer
First Aid - online offering 180075	First Aid	2008-04-24T09:53:07.000-07:00	Sec1	Any suggestions for making this online training better.	I would have liked some more instruction on how to use the program before the topic started.
First Aid - Apr 08	First Aid	2008-04-24T09:29:39.000-07:00	Sec1	Anything we could do to improve the surroundings for this class?	The classroom was too small and there should have been one PC for each student.
First Aid - online offering 180075	First Aid	2008-04-24T09:36:18.000-07:00	Sec1	Please tell us how we can improve the content of this course.	No comments.
First Aid - online offering 180075	First Aid	2008-04-24T09:53:07.000-07:00	Sec1	Please tell us how we can improve the content of this course.	Include more examples from real life!
First Aid - Apr 08	First Aid	2008-04-24T09:29:39.000-07:00	Sec1	Please tell us how we can improve the content of this course.	Nothing to add.

ORACLE

Compensation Workbench in Release 12.1

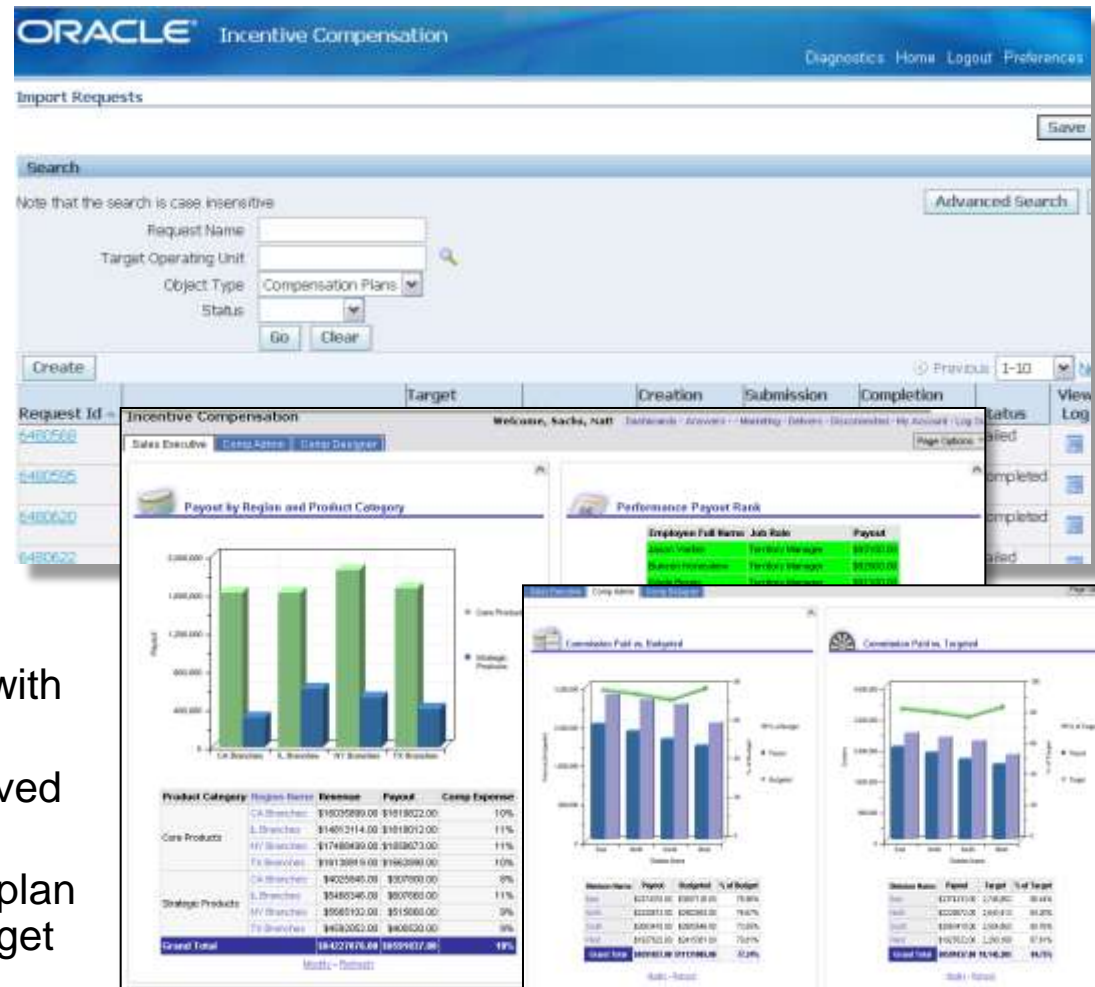
Manage Pay for Performance Globally

WHAT'S NEW IN 12.1?

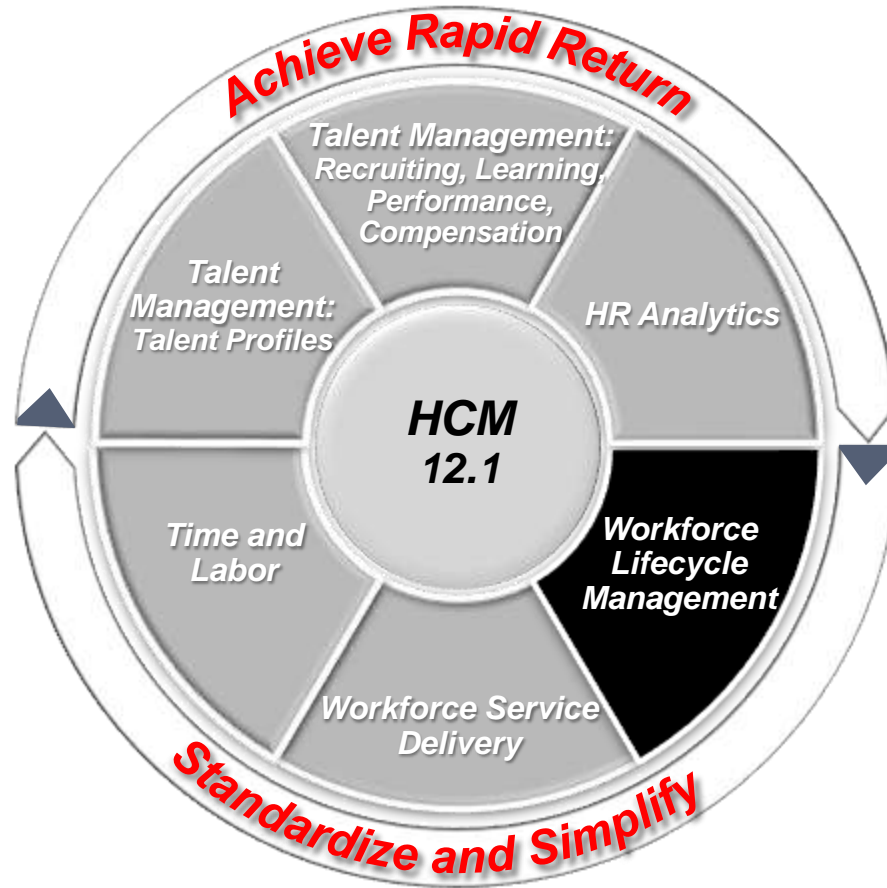
- Plan Modeling
 - Scenario comparison and impact analysis
 - Business event change modeling
 - One click in-line plan and plan component copy
 - Import, export and document plans
- Analytics by Role
 - Compensation Designer, Finance Manager, Sales Management

RESULTS

- Achieve greater modeling efficiency with minimal errors
- Multi-scenario comparison for improved decision making
- Increased insight into compensation plan effectiveness and performance to target



Oracle E-Business Suite Human Capital Management



Manage Life Event Processes

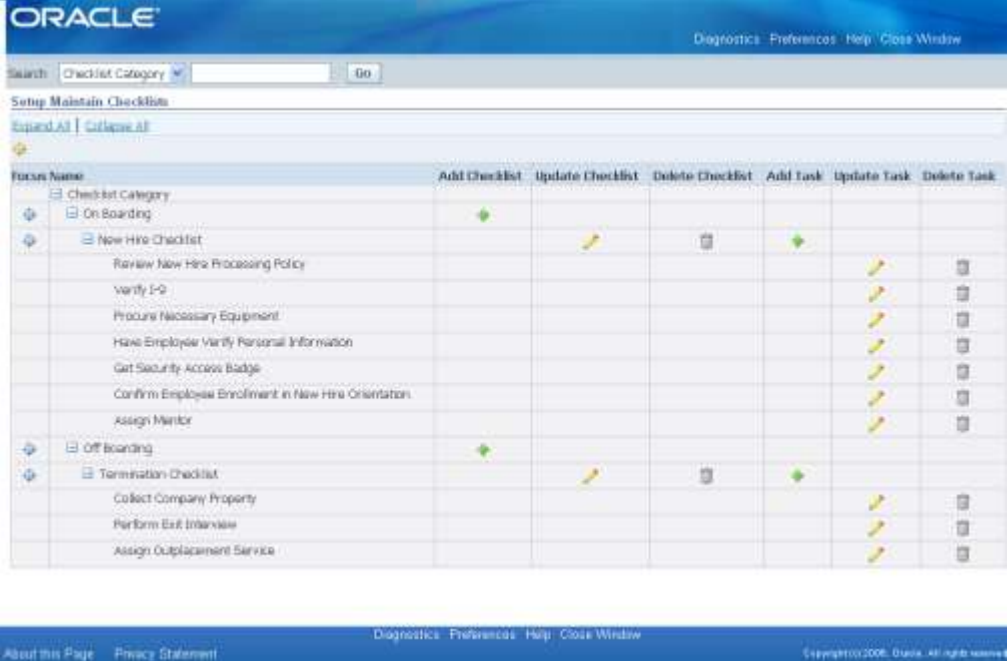
Oracle Workforce Lifecycle Management

WHAT'S NEW

- Enhanced checklists for common life event processes such as On Boarding*
 - Checklists include tasks with target completion dates and designated performers
- Tighter integration with Oracle Approvals Management

RESULTS

- Streamlines entire hire-to-terminate employee life cycle
- Accelerates employee time-to-productivity
- Ensures compliance with regulatory mandates and organizational policies



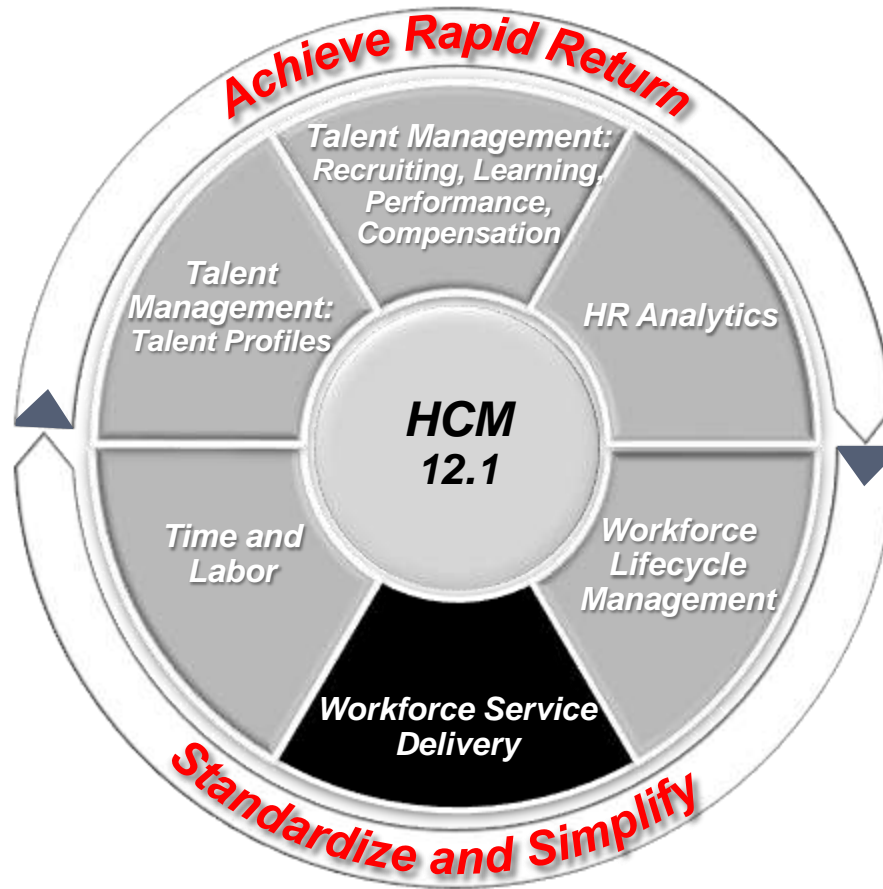
The screenshot displays the Oracle Workforce Lifecycle Management interface. At the top, there is a search bar with 'Checklist Category' selected and a 'Go' button. Below the search bar, the text 'Setup Maintain Checklists' is visible, followed by 'Expand All' and 'Collapse All' links. The main content area is a table with the following columns: 'Focus Name', 'Add Checklist', 'Update Checklist', 'Delete Checklist', 'Add Task', 'Update Task', and 'Delete Task'. The table lists several checklist categories and their associated tasks:

Focus Name	Add Checklist	Update Checklist	Delete Checklist	Add Task	Update Task	Delete Task
Checklist Category						
On Boarding	+					
New Hire Checklist		+		+		
Review New Hire Processing Policy					+	
Verify I-9					+	
Procure Necessary Equipment					+	
Have Employee Verify Personal Information					+	
Get Security Access Badge					+	
Confirm Employee Enrollment in New Hire Orientation					+	
Assign Mentor					+	
Off Boarding	+					
Termination Checklist		+		+		
Collect Company Property					+	
Perform Exit Interview					+	
Assign Outplacement Service					+	

At the bottom of the interface, there are links for 'About this Page' and 'Privacy Statement', and a footer with 'Copyright © 2006, Oracle. All rights reserved.'

* Available in Release 12

Oracle E-Business Suite Human Capital Management



Driving Greater Business Agility

Enhanced BPO and SaaS Support

WHAT'S NEW IN 12.1

- Extended Multi-Tenant capabilities
 - Add “Enterprise” Org Classification to identify Client as an Organization in HR
 - Create standard security on each tenant
- Deliver HR Help Desk Integration with EBS HR
 - Support for the Request-to-Resolve process where an HR help desk agent receives requests users on their HR related issues.
 - Includes data synch for 360-view

RESULTS

- Create a scalable platform for Multi Tenant BPO and SaaS solutions
- Reduce HR call center overhead costs and Improve HR call center productivity

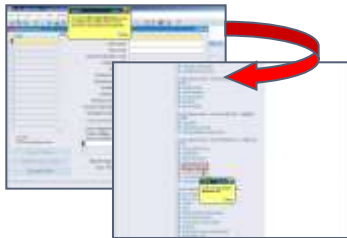


Drive Greater End User Productivity

UPK: Pre-Built End-User Documentation

User
Modes

SEE IT



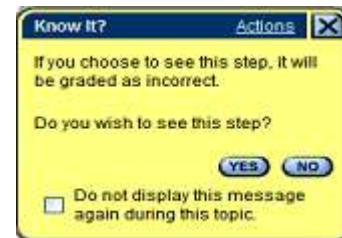
Self-Running Demo

TRY IT



Interactive Simulation

KNOW IT



Testing for Competence

DO IT



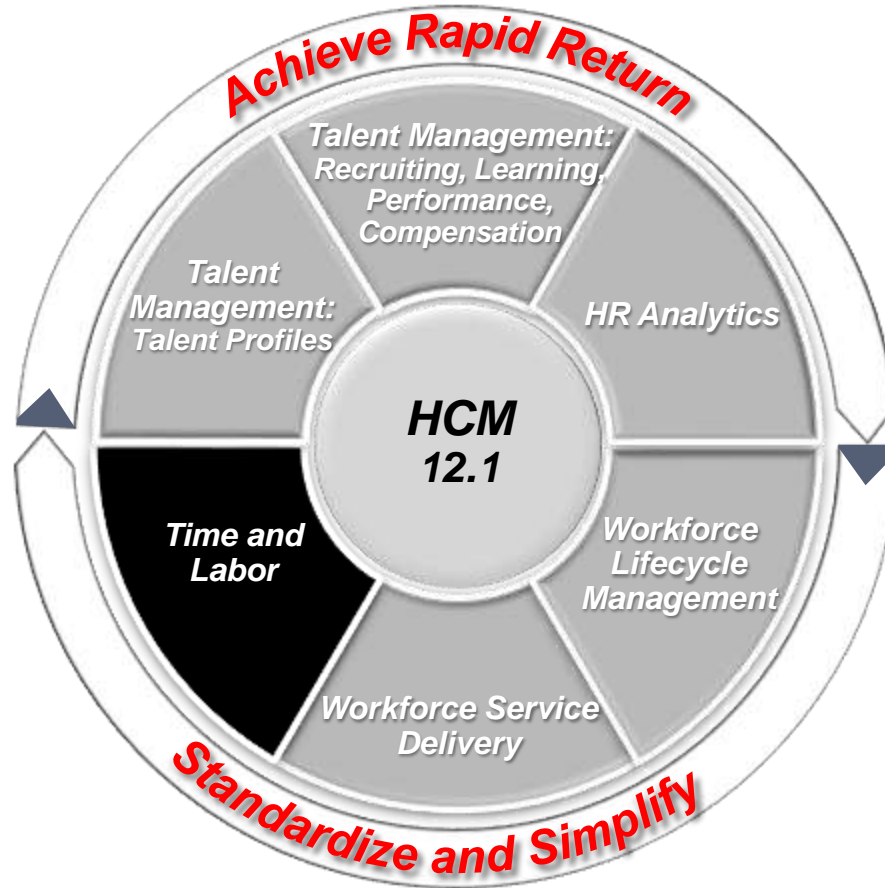
Context-Sensitive Help

1,575 Pre-delivered Topics across E Business Suite

- Human Resources
- Payroll
- Self-Service HR
- Performance Mgmt
- Time and Labor
- iRecruitment
- Learning Mgmt

ORACLE

Oracle E-Business Suite Human Capital Management



Time and Labor Enhancements

Oracle Time and Labor

WHAT'S NEW

- Time Capture Enhancements
 - Enhanced Services procurement
 - Combined user interface for time card search and entries
- Time Administration
 - Updated reports and dashboards
- Enhanced Reporting
 - Audit Change Report
 - Defense Contract Audit Agency (DCAA) compliance

RESULTS

- Reduce time needed to capture time entry
- Improve time tracking productivity for both employees and administrators
- Ensures compliance to auditing processes

ORACLE Time and Labor Timecard Audit Trail Report

Report Date: 09-Mar-2008
Page: 10:35:10
28 of 36

Employee	Sanders, Austin [230]	Timecard Start Date	02-FEB-2004	Timecard End Date	06-FEB-2004		
Date	Time Information	Hours	Action	Action Date	Action by	Comments	CLA Reason / Comments
02-FEB-2004	Project : FS Proj Engineering Task : 2.0 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
02-FEB-2004	Project : Software Systems - R+D Task : 1.1 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
03-FEB-2004	Project : FS Proj Engineering Task : 2.0 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
03-FEB-2004	Project : Software Systems - R+D Task : 1.1 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
04-FEB-2004	Project : FS Proj Engineering Task : 2.0 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
04-FEB-2004	Project : Software Systems - R+D Task : 1.1 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
05-FEB-2004	Project : FS Proj Engineering Task : 2.0 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
05-FEB-2004	Project : Software Systems - R+D Task : 1.1 Expenditure Type : Professional	2	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		
06-FEB-2004	Project : FS Proj Engineering Task : 2.0 Expenditure Type : Professional	4	New Entry	27-FEB-04 11:58:12	ASANDERS [Sanders, Austin]		

Timecard Status Summary

* Indicates required field

Timecard Search

Recurring Period: Weekly - Starts Monday
Supervisor in Hierarchy: Palmer, M. Blair D. (Blair)
Reporting Employee: [Direct] [All Employees under Directs]

Timecard Period: 01-Dec-2000 - 27-Dec-2000
Location: [Search]
Organization: [Search]

Timecard and Status Summary for Recurring period: Weekly - Starts Monday and Timecard period: 01-Dec-2000 - 07-Dec-2000

Supervisor Name	Not Entered	Working	Error	Submitted	Rejected	Approved	Total
Palmer, M. Blair D. (Blair)	3	3	0	3	0	3	9
Summary Totals	3	3	0	3	0	3	9

Timecard Status Summary

Timecard and Status Details for Recurring period: Weekly - Starts Monday and Timecard period: 01-Dec-2000 - 07-Dec-2000

Person Number	Person Name	Supervisor	Organization	Location	Status	Last Modified By	Last Modified Date	Action
5	Jacinta, Dennis	Palmer, M. Blair D. (Blair)	Oracle Corporation	NY - New York	Not Entered			
100	Scott, George	Palmer, M. Blair D. (Blair)	Service-Gate	NY - New York	Working	DM-MSS	04-Dec-2008	
10	Carson, Paul	Palmer, M. Blair D. (Blair)	Corporate Human Resources	NY - New York	Submitted	DM_CARSON	04-Dec-2008	
14	Daniel, Vaughan	Palmer, M. Blair D. (Blair)	Corporate Human Resources	NY - New York	Approved	DM_DANIELS	04-Dec-2008	

Time Entry Home Page

Time | **Expenses**

Recent Timecards | [Create Timecard](#) | [Templates](#)

Recent Timecards: SrOTLR1, Mr., 2445

TIP Depending on your search criteria, your search results may or may not include archived timecards. Archived timecards appear in the search results table with summary information and disabled icons.

Search

From Date: To Date:

(example: 25-Feb-2008)

[Hide Advanced Search Criteria](#)

Timecard Attribute	Comparative Operator	Value	Logical Operator
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

|

[Select All](#) | [Select None](#)

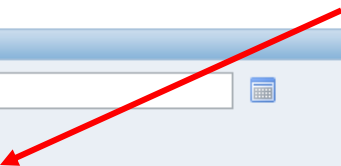
Select	Status	Period Starting	Period Ending	Recorded Hours	Submission Date	Update	Details
<input type="checkbox"/>	Submitted	18-Feb-2008	24-Feb-2008	60	18-Feb-2008		
<input type="checkbox"/>	Submitted	03-Mar-2008	09-Mar-2008	40	10-Mar-2008		
<input type="checkbox"/>	Approved	14-Jan-2008	20-Jan-2008	60	19-Feb-2008		
<input type="checkbox"/>	Approved	25-Feb-2008	02-Mar-2008	59	10-Mar-2008		

[Time](#) [Expenses](#) [Diagnostics](#) [Home](#) [Logout](#) [Preferences](#) [Personalize Page](#)

[About this Page](#) [Privacy Statement](#)

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Advanced Searching options



Time Card Status

ORACLE Manager Self-Service

[Diagnostics](#) [Home](#) [Logout](#) [Preferences](#) [Personalize Page](#)

Timecard Status Summary

* Indicates required field

Timecard Search

* Recurring Period: Weekly - Starts Monday

* Supervisor In Hierarchy: AnMgr1

Reporting Employees: Directs All Employees under Directs

* Timecard Period: 21-Jan-2008 - 27-Jan-2008

Location: HR- New York

Organization: Vision Corporation

Go Clear

Timecard Status Summary for Recurring period : Weekly - Starts Monday and Timecard period : 21-Jan-2008 - 27-Jan-2008

Supervisor Name	Not Entered	Working	Error	Submitted	Rejected	Approved	Total
AnMgr1,	1	1	0	0	0	1	3
AnMgr4,	2	0	0	0	0	0	2
Summary Totals	3	1	0	0	0	1	5

Timecard Status Summary

Status	Count	Percentage
Not Entered	3	60.00%
Working	1	20.00%
Rejected	1	20.00%

Timecard Status Details

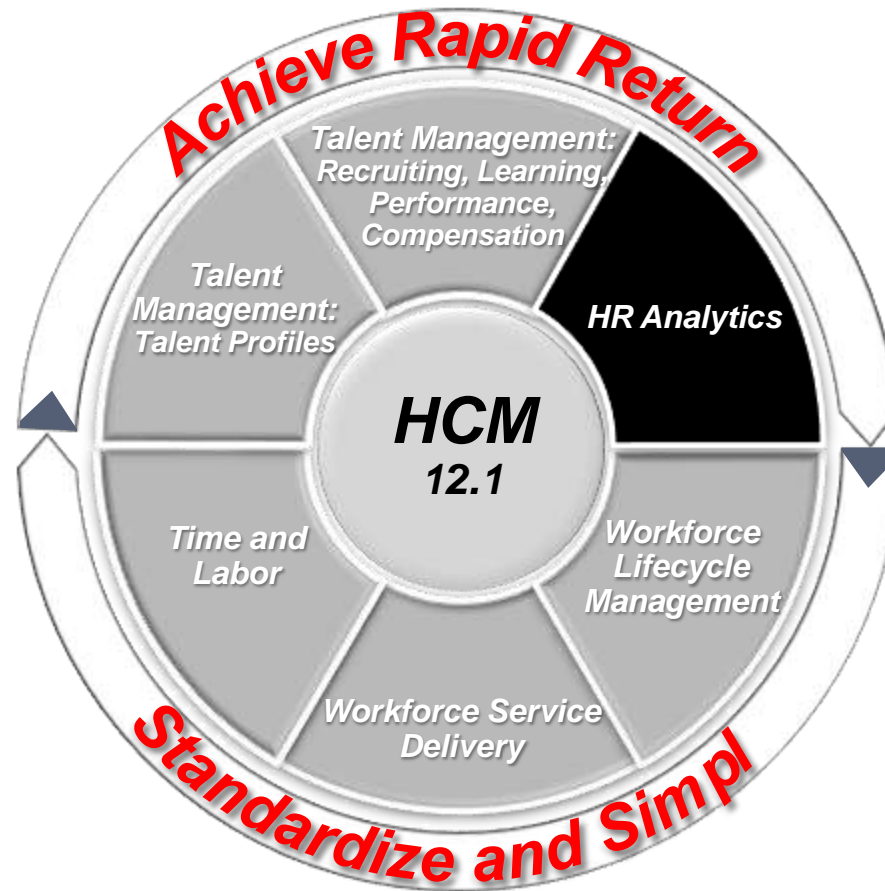
Generate Report
View Report

Employee Code	Employee Name	Supervisor	Organization	Location	Status	Last Modified By	Last Modified Date	Action
27913	AnEmp1,	AnMgr1,	Vision Corporation	HR- New York	WORKING	ANEMP1	21-Jan-2008	⌵
27915	AnMgr4,	AnMgr1,	Vision Corporation	HR- New York	Not Entered			⌵
27914	AnEmp2,	AnMgr1,	Vision Corporation	HR- New York	APPROVED	ANEMP2	23-Jan-2008	⌵

[About this Page](#) [Privacy Statement](#)

[Diagnostics](#) [Home](#) [Logout](#) [Preferences](#) [Help](#) [Personalize Page](#)
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Oracle E-Business Suite Human Capital Management



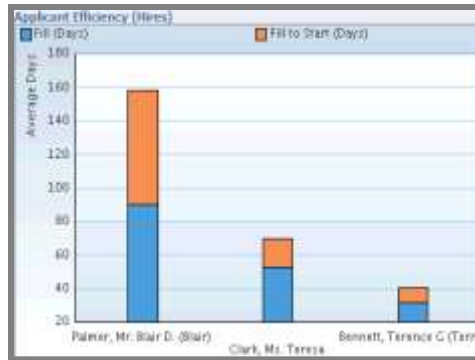
Oracle EBS HCM Solutions

Analytics



Standard Reports

- Standard Reports
- 1250 → Converted to BI Publisher (Our Next Gen toolset)
- End User Layer Provided for custom reports
- PMV's within Application exist and are supported



OBI Analytics

- Multi Source Data Warehouse Based Approach
- OBIA 7.96 now has metrics for HCM, Talent, Recruiting
- Lineage between operational and HR Analytics

The screenshot shows a detailed data table with multiple columns. The top section is titled 'Vacancies' and the bottom section is titled 'Applications'. Both sections have a similar structure with columns for various metrics and a 'Total' row at the bottom.

Organization	Vacancies	Applications	Hiring	Offers	Declined	Not Withdrew
Blair	10	10	10	10	10	10
Clark	10	10	10	10	10	10
Bennett	10	10	10	10	10	10
Total	30	30	30	30	30	30

Embedded Analytics

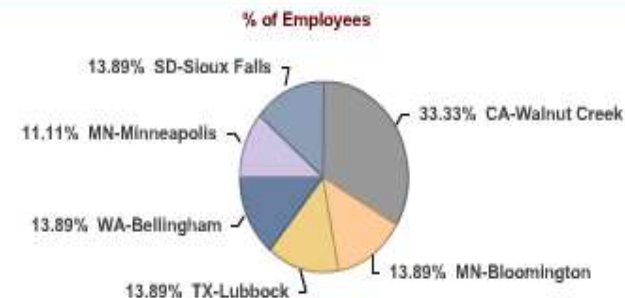
- Within Talent Apps
- Recruiting, Compensation, Learning
- Examples are Equity Analysis, Recruiting Dashboards, Compensation Dashboards

**Performance Summary for High Effectiveness - High Efficiency**

Update To 06/01/2008 11:45:40PM

Employee Performance Rating by Region

Region	★★★★★	★★★★☆	★★★☆☆	★★☆☆☆	★☆☆☆☆	Grand Total
CA-Walnut Creek	6	5	1			12
MN-Bloomington	2	2	1			5
TX-Lubbock	2	1		1	1	5
WA-Bellingham	2	1	2			5
MN-Minneapolis	2	2				4
SD-Sioux Falls	2	2	1			5
Grand Total	16	13	5	1	1	36

**Performance Summary for All Employees**

Update To 06/01/2008 11:45:40AM

Employee Performance Rating by Region

Region	★★★★★	★★★★☆	★★★☆☆	★★☆☆☆	★☆☆☆☆	Grand Total
CA-Walnut Creek	6	9	4	6	1	26
MN-Bloomington	2	3	11	5	2	23
MN-Minneapolis	2	2	18	2	3	27
SD-Sioux Falls	2	2	9	3	5	21
TX-Lubbock	3	1	18	2	2	26
WA-Bellingham	2	3	16	4	2	27
Grand Total	17	20	76	22	15	150





12.1.2: Released on Dec 18th 2009

HCM Roadmap - Key Features

Compensation

- Market Survey Data Integration

Time and Labor

- Absences-Time card integration

Learning Management

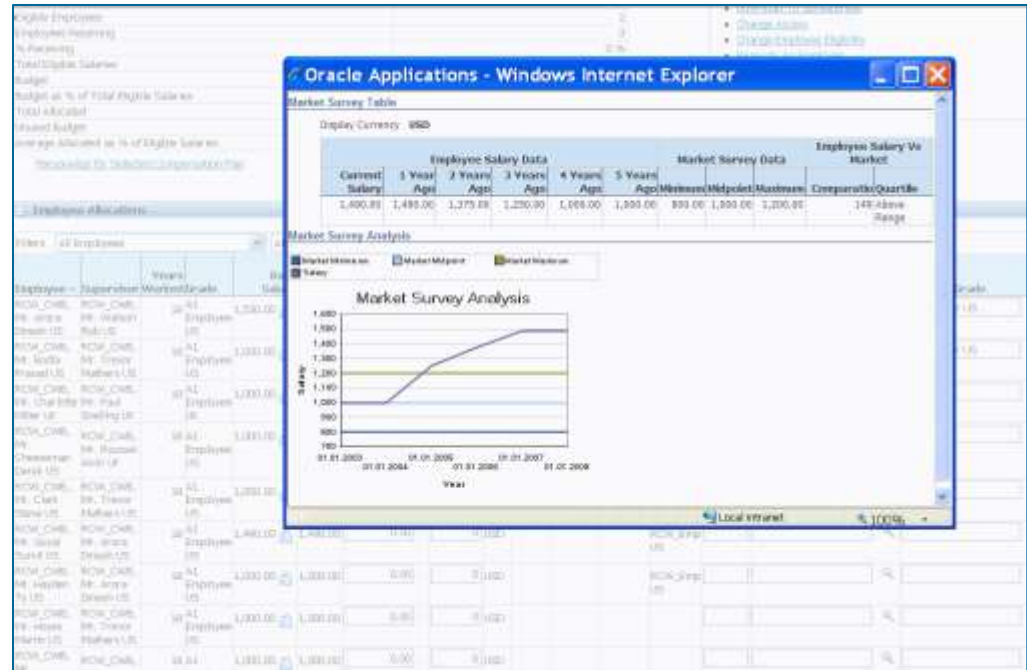
- E-Signature

Self Service HR

- Hire employee applicants and rehire ex-employees in Manager Self Service

iRecruitment

- RSS Feeds for new job posting



The screenshot shows the Oracle Learning Management E-Signature interface. It displays a form for signing a document, including fields for 'Event', 'Requestor', 'Style Sheet', 'Time Zone', and 'Defer Signature Allowed'. The form also includes a 'Signatures' table and a 'Comments' section.

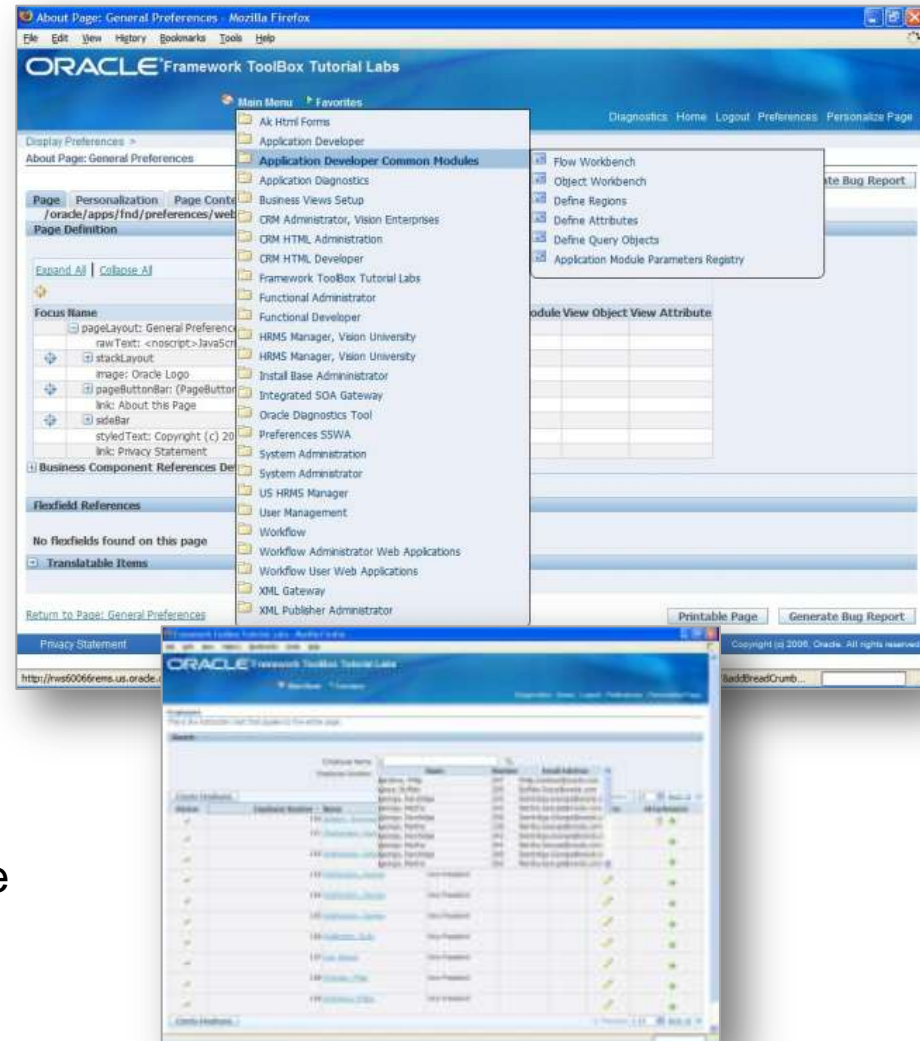
Event	Requestor	Style Sheet	Time Zone	Defer Signature Allowed
ORE 5005 Course Update	ohn_OTA Summers	ORA_ohn_001 001	America/Chicago	No

Signature Type	Signing Reason	Response	User ID	Password	Signer
Author	Note				ohn_OTA Summers 001, ohn_001 001

Enhanced Usability

Usability Enhancements in EBS

- **WHAT** – Improved application usability through enhancements to native user interface
- **HOW**
 - Type-ahead search
 - Configurable Home page
 - Pull-down navigation
 - Web 2.0 content containers,
 - Embedded OBIEE Analytics
 - Desktop Widgets
 - REST Services
- **RESULTS**
 - Enhanced user productivity and more appealing user experience.
 - Applicable to all existing and new EBS customers



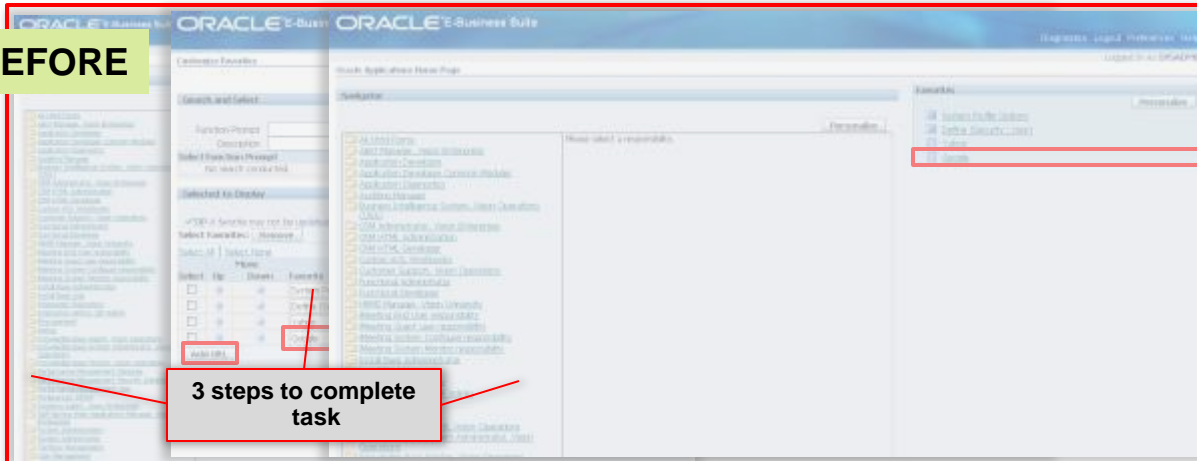
User Experience Enhancements

Favorites

Favorites Menu

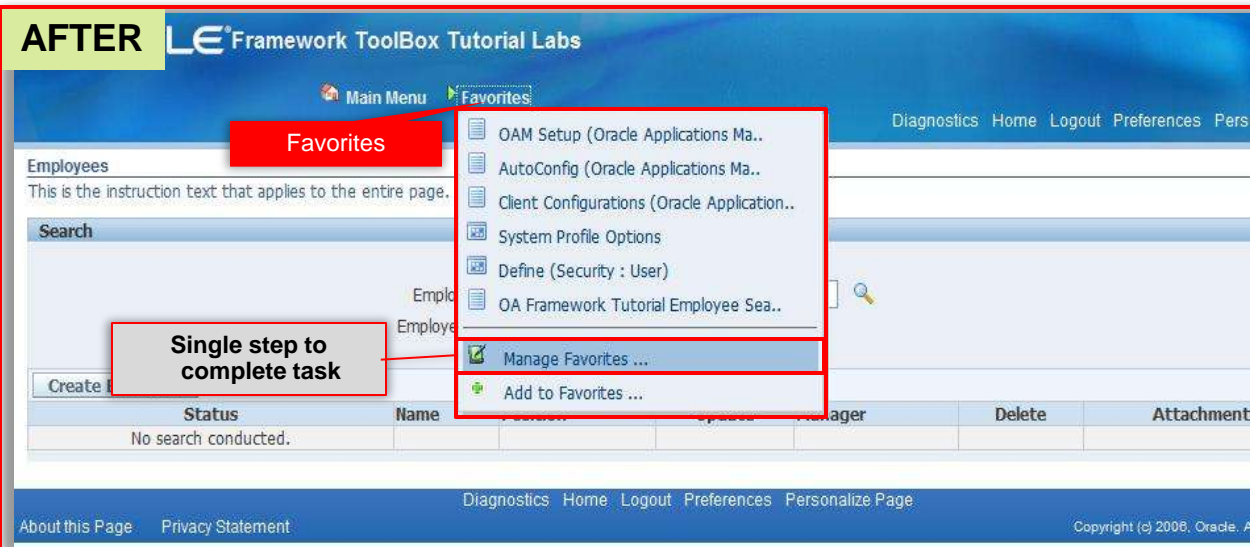
- List of user Favorites
- Add and Manage Favorites in a single click

BEFORE



AFTER

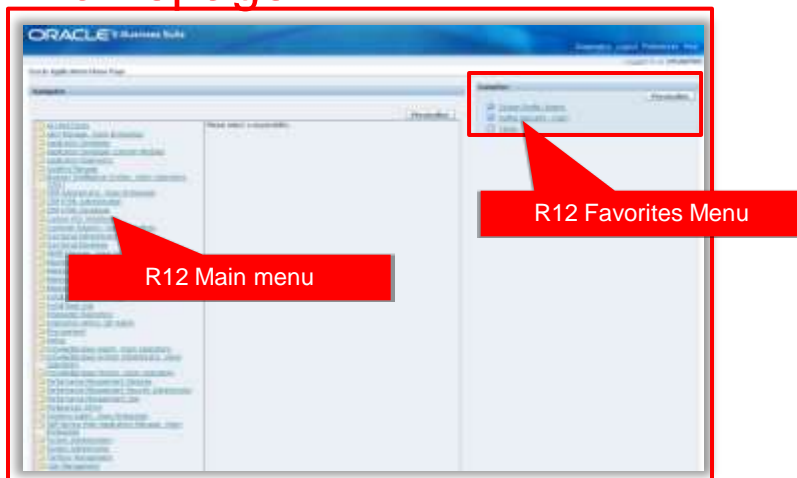
LE Framework ToolBox Tutorial Labs



User Experience Enhancements

New Homepage

BEFORE



AFTER



New and Improved Menu

- Main menu with new navigator reduces number of clicks with the tree hierarchy
- Allows rapid cross-application navigation.
- Avoids navigation to Home Page eliminating at least 2 server-side requests.
- Moved Favorites to the global menu to improve manage favorites better
- Uses richer and faster AJAX calls to fetch menus

OA Framework Usability

Look-ahead LOV

The screenshot shows a web browser window titled "Framework Toolbox Tutorial: Labs - Mozilla Firefox". The page header includes the Oracle logo and "Framework ToolBox Tutorial Labs". Below the header, there are navigation links: "Main Menu", "Favorites", "Diagnostics", "Home", "Logout", "Preferences", and "Personalize Page".

The main content area is titled "Employees" and contains a search form. The search form has a text input field with the letter "G" and a search icon. Below the search form is a table of employees. The table has columns for "Status", "Employee Number", "Name", "Title", and "Attachments". The "Name" column is highlighted, and a look-ahead LOV (List of Values) is displayed over it. The LOV is a small table with columns "Name", "Number", and "Email Address".

Name	Number	Email Address
Gardner, Philp	257	Philp.Gardner@oracle.com
Grace, Buffalo	295	Buffalo.Grace@oracle.com
George, Dandridge	330	Dandridge.George@oracle.com
George, Martha	332	Martha.George@oracle.com
George, Dandridge	336	Dandridge.George@oracle.com
George, Martha	338	Martha.George@oracle.com
George, Dandridge	342	Dandridge.George@oracle.com
George, Martha	344	Martha.George@oracle.com
George, Dandridge	348	Dandridge.George@oracle.com
George, Martha	350	Martha.George@oracle.com

User Experience Enhancements

LOV Component

New and Improved LOV component

- List of Value components which is most frequently used by all users now provides similar experience like Google (Google suggest)

- Inline list appears after user types in 1 or more characters and pauses

- Reduces number of steps and time taken to complete tasks

- Quick inline access to desired result

BEFORE

3 steps to complete task

AFTER

Single step to complete task

LOV

User Experience Enhancements

Popup

New Feature

POPUP

The screenshot shows the Oracle Manager Self-Service interface. A popup window is open over a table of candidates. The popup displays the following information:

- Candidate Details:** Candidate Name: Defty
- Person Details:** Employment History: Telefilm Inc., Adventure Inc., J&J, Lab Inc.; Education: Bachelor Degree, Masters Degree; Skills: Problem Solving, Ability to set and direct attainment of strategic direction, The ability to communicate orally in a clear, concise manner, The ability to interpret and write SQL scripts, Skill level for maintenance of diagnostics
- Work preferences:** Amount of Travel: No Travel; Work From Home: Possible; Employee: Yes; Contractor: Yes
- Professional Info:** Employment Category: Other; Minimum Salary: 5000; Currency: USD

Phone Type	Phone Number	Last Application	Jobs Applied For	Source Type	Source Name	Apply
Home	010-5811551					
Home	1 404 885-7575	07-Sep-2007	Advertisement	How ads		

POPUP

The screenshot shows the Oracle Manager Self-Service interface with a table of employees. A popup window is open over the row for Terry Bennett. The popup displays the following information:

- Employment Details:** Position: MGRS19-Recruiting Manager; Supervisor: Palmer, Blair; Location: M2- Boston
- Contact Details:** Work Telephone: [Redacted]; Email Address: [Redacted]

Focus Role	Assignment Number	Job	Department	Action	Details
Palmer, Blair					
Aadja, Bert	1238	CO488-Consultant	Corporate Human Resources		
Abbott, Lorraine	211-2	CO488-Consultant	Vision Corporation		
Adrian, [Redacted]		CO488-Consultant	Corporate Human Resources		
Baird, [Redacted]		W4482-Analyst	Corporate Human Resources		
Bennett, Terry			Recruiting-BAI		
Boland, Larry			Corporate Human Resources		
Bourman, Karen			Corporate Human Resources		
Brachett, Kenneth			Corporate Human Resources		
Bronson, Charles			Corporate Human Resources		
Bull, Cole			Human Resources		

New Popup Component

- Single click drill down view in a popup
- Displays related links or action links or shortcuts.
- Quick view of contextual information of a selected component or row.
- Embedded popup as part of request-response.
- Popup content fetched as a separate request with support for parameter passing

User Experience Enhancements

Embedded Analytics

Embedded Analytics

- New Rich Container component in OA Framework to allow embedding of rich, Web 2.0 content, supports content types like:

- Flash
- OBIEE Analytics
- ADF Task Flows

- Ability to embed any rich, Web 2.0 content into an EBS page (such as Flash/Flex content)

- Seamless and transparent context sharing between embedded content and base page content

New Feature

The screenshot displays the Oracle Manager Self-Service interface. At the top, there is an 'Employee Search' section with a search bar containing 'Ernest Stein' and a 'Go' button. Below this is the 'Employee Directs' section, which features a table titled 'Directs headcount by performance band' and a corresponding bar chart titled 'Directs by Performance Band'. A red callout box labeled 'Embedded Analytics' points to the bar chart. The table data is as follows:

Current Top Employee Full Name	Current Level 16 Employee Full Name	Headcount	Performance Band
	Allison Rice	20	80 Percent and Above
		27	60 to 70 Percent
		3	<50 Percent
		2	Unspecified

Below the table is a bar chart showing the distribution of direct counts across performance bands. A second red callout box labeled 'Flash based UI embedded in OAF page' points to a radar chart in the lower section of the page. The radar chart is titled 'Account Management' and shows performance scores across five dimensions: Work Ethics, Communication, Customer/Staff Relations, Initiative, and another unlabeled dimension. To the right of the radar chart is a 'Criteria' panel with a list of competencies and their proficiency levels, including 'Account Management', 'Communication', 'Customer/Staff Relations', 'Initiative', and 'Work Ethics'. The Oracle logo and 'Manager Self-Service' text are visible at the top of the interface.

Self Service HR

- **Rehire Ex-Employees**
 - Allows Managers to directly rehire ex-employees into the same organization. (The ex-employees do not need to be applicants)
 - Managers can also view terminated assignment information, view rehire recommendation, rehire into a new primary assignment
- **Hire Employee Applicants into New Assignments**
 - Using the Internal Hire feature in Self Service, managers can hire employees into additional assignments. (can switch assignments)
- **Terminate Secondary Assignments**
 - Managers can now terminate Secondary assignments through MSS

Succession Planning

- Create Succession Plan for Contingent Workers
- Menu Entry for “Updating Succession EIT for Workers”
- Create Succession Plan Page now allows ability to navigate to the Talent profile for workers
- View Succession Plan for Ex -Employees

iRecruitment

- Create User Account for Candidates created by Hiring Managers and Recruiters
- RSS Feeds for Jobs (Web 2.0)
- Hyperlinks in Notification Messages. (Allowing for direct navigation)
- ICS File Attachments for Interview Notifications
- View Salary Amounts in User Preferred Currency

Performance Management

- Performance Journals
 - Managers and Employees can maintain a journal with their notes, accomplishments etc. which can be reference during the appraisal process
- Population Eligibility Profiles
 - Use Eligibility Profiles to identify plan populations. Performance Plan Administrators can then rollout PMP's to the population that meet the eligibility profile. Also plan administrators can attach different templates to different groups within the plan population

Compensation Workbench

- **Enhanced CWB Spreadsheet Download/ Upload**
 - Personalize the CWB Worksheet Download Prompts
 - Make Promotions offline in the CWB Spreadsheet
 - Upload Custom Segments and Other Rate Changes
- **Display Market Salary Survey Data in CWB**
 - Market Data uploaded through spreadsheets/ HR professional is now displayed in the CWB allocation worksheet.

Oracle Learning Management

- eSignatures for CFR Part 11 Compliance
- Administrator Access Control – Controls what content and catalog data each admin can work on
- Enhanced Learning Path Functionality
 - Automatic Enrollment and Unenrollment
- New Competency Update
 - Automatically set the start and end date for a newly acquired or updated competency
- UI Improvements
 - Direct Enrollment Icon to Search Results
 - Pre Requisite Course Offerings are a hyperlink
 - Enrollment Shortcuts and Email Icons to the Class List Page (for administrators)

Time and Labor

- OTL Time Card Integration with Absences
 - Absences created in Oracle HR/ SSHR now get populated in the OTL Timecard
 - Users can make absence entries in the timecard and that gets posted to the absences tables.
 - Benefits include accuracy of time and absence information and transfer to payroll

Oracle Advanced Benefits

- Default Enrollment for backed out Intervening Event
- Suppress HIPAA if participant gains electability in Alternate Plan Type
- Carry Forward Certification for Life Events that do not have coverage restrictions configured

Expanded Localizations

- EMEA

- Balance Reporting Architecture
- Absence Statistics Report
- Cash Management for EFT Payments
- Payroll Exception Reporting
- View Cost Allocations
- View Magtape Output window

- Japan

- Salary Payment Report in e-File
- Receiving Local tax data in e-File
- Workers Register Report
- Employee Details Report (Shain Daicho)
- Rehire Employees before final processing date



ORA

For More Information

<http://search.oracle.com>

HRMS R12.1

The screenshot displays the Oracle My Oracle Support Knowledge Browser interface. The main content area shows a document titled "Bulletin: Oracle E-Business Suite Release 12.1 Info Center - Documentation". The document details include: Subject: Oracle E-Business Suite Release 12.1 Info Center - Documentation; Doc ID: 806555.1; Type: BULLETIN; Modified Date: 24-JUN-2009; Status: PUBLISHED. A sidebar on the left lists "Recently Viewed" items, with "Oracle E-Business Suite Release 12.1 Info Center - Documentation" highlighted. Below the document details, there are sections for "Reference Information", "Announcements", "Documentation", and "Additional Resources". The word "or" is overlaid on the page, and a magnifying glass icon is positioned over the "HRMS R12.1" text from the previous block. At the bottom of the screenshot, the text "Return to Classic MetaLink" is visible on the left, and "Copyright (c) 2008, Oracle. All rights reserved. Legal Notices and Terms of Use | Privacy Statement | 3rd Party Licenses" is on the right.

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THANK YOU