

# ORACLE HCM CLOUD

## TRAINING

Job Oriented Learning With Industry Experts

**100%**  
**REFUND**  
if not satisfied

**DEDICATED PLACEMENT  
OFFICER**  
for Job assistance



**CloudShine**  
**ORACLE** | Partner

 [www.cloudshinepro.com](http://www.cloudshinepro.com)

 [Inquiry@cloudshinepro.com](mailto:Inquiry@cloudshinepro.com)

 **+91-7587-123-123**

 Embassy TechVillage, Bellandur HD-246,  
WeWork Embassy TechVillage, Block L,  
Devarabisanahalli, Outer Ring Rd, Bellandur,  
Bangalore, Karnataka 560103



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# About Us

CloudShine was founded in 2015 in Bengaluru. As a leading consulting organization, we offer Software Training, Consultation, Application Implementation, and Support, focusing on Oracle products. We have trained more than **5,000 consultants** and assisted in earning Subject Matter Experts - **certification in ORCALE, MICROSOFT, AMAZON** and we have successfully completed **100+ batches of training**.

Our expert consultants have helped hundreds of professionals gain comprehensive knowledge and hands-on experience, ensuring successful career growth.



## Mission

Our mission is to deliver exceptional education and training programs that foster lifelong learning, critical thinking, and professional growth. We are committed to:

- Providing accessible and inclusive education to a diverse global community.
- Utilizing cutting-edge technology and teaching methodologies to enhance learning experiences.
- Ensuring the highest standards of quality and excellence in all our programs.
- Supporting our learners with personalized guidance and resources to achieve their career and personal goals.

## Vision

To be the leading global provider of innovative and high-quality education services, empowering learners to achieve their fullest potential and make a positive impact in the world by:

- Fostering a culture of continuous improvement and innovation in educational practices.
- Building a global network of partnerships with educational institutions, industry leaders, and communities. Leveraging advanced technology to create engaging and effective learning experiences.
- Providing lifelong learning opportunities to adapt to the evolving global landscape.

# CHOOSE CLOUDSHINE FOR THE FOLLOWING BENEFITS



100% refund If not satisfied (As per T&C).



Dedicated job Placement officer



Certified Instructors selected with three levels of Technical Screening



80% practical and 20% theory sessions to gain real time project work experience



Weekly Assignment review to ensure students master curriculum



Weekly Training Quality Review systematized to ensure for best come



Capstone projects to achieve comprehensive mastery of course content



Utilizing an online assessment to map students' knowledge proficiency



Our Cloudshine trainers have 15+ years of real-time project experience and are ORACLE Authorized and Certified Professionals. Empowering Your Cloud Journey with Expertise and Excellence.

# JOB AND SALARY STRUCTURE

## ORACLE HCM CLOUD TRAINING

Salaries for Oracle Human Capital Management (HCM) professionals in India vary based on experience, role, and expertise. Here's an overview:

### Entry-Level Positions

**Designation:**  
Oracle HCM  
Consultant

*Experience: 2 to 5 years*

**₹6.0 Lakhs - ₹12.5 Lakhs**  
*per annum*

### Mid-Level Positions

**Designation: Oracle  
HCM Associate  
Consultant or Oracle  
HCM Senior Consultant**

*Experience: 5 to 10 years*

**₹10 Lakhs to ₹20 Lakhs**  
*per annum*

### Senior-Level Positions

**Designation:**  
Oracle HCM Senior  
Lead Consultant

*Experience: Over 10 years*

**₹20 Lakhs to ₹40 Lakhs**  
*per annum*

*Please note that these figures are approximate and can vary based on factors such as company size, location, individual qualifications, and prevailing market conditions.*

# CloudShine Career Building Roadmap

◀ CloudShine Job Assistance - Guaranteed ▶

**Get Hired**

By Top Consulting Companies



**Interview Arrangement**



**Added with the Dedicated Placement Team**



**Complete Subject matter Expert (SME)-Certification**



**Complete Capstone Projects**



**Complete assignments and assessments**



**Attend all sessions**



**Get Started - Enroll to CloudShine Training Program**



# INTRODUCTION TO ORACLE HCM CLOUD

## Introduction

- Introduction to Oracle Cloud
- SAAS, PAAS and IAAS Overview
- Oracle HCM Cloud Capabilities: Overview
- Navigation Basics
- Oracle standard Documents & Resources

## Oracle Cloud Security

- Types of Roles
- Job Roles
- Abstract Roles
- Duty Roles
- Function Privileges
- Data Security Policies
- Security Profiles
- Data Role
- Area of Responsibilities
- Customization of Roles

## Oracle Cloud Global HR

- Create organizations and divisions
- Use effective dating and action types
- Explain foundation tables
- Set Up Enterprise HCM Information
- Create Legal Entities for HCM
- Define Workforce Structures
- Define Grades
- Define Jobs
- Define Positions
- Define Geographies
- Define Enterprise Structures

## Workflow, Approvals, and Notifications

- Explain Approval Policies
- Manage Approval Groups
- Deploy Notifications
- Manage Approval Transactions

## Profile Management

- Explain profile types
- Configure workforce profiles
- Create custom content types
- Employment Model
- Salary Basis
- Other Compensation
- Types of Managers
- Seniority Dates
- Actions and action reasons
- Directory

## Checklists and Actions

- Create Checklists
- Set Up Actions and Action Reasons
- Define Schedules
- Configure Profile Options and Lookups
- Define Calendar Events and Geography Trees
- Configure Geography Trees

# ORACLE CLOUD TALENT MANAGEMENT

## Goals

- Establish worker goals
- Configure goals and define worker goal setting objectives
- Describe goal management concepts
- Configure goal setup options
- Manage the goal library
- Configure goal plans
- Implement employee goals
- Configure eligibility criteria

## Performance Management

- Explain performance documents
- Set goals and competencies in a performance document
- Evaluate goals and competencies
- Configure worker performance objectives
- Configure performance setup options
- Manage performance roles
- Build performance template sections
- Implement performance document approvals
- Configure performance notifications

## Talent Review

- Configure talent review dashboard options
- Conduct a talent review
- Manage talent review data
- Review an action plan
- Perform talent search and profile comparisons

## Profile Management Questionnaires

- Manage Profiles
- Define questionnaire objectives
- Manage questions
- Implement questionnaires and templates

## Succession Plans and Talent Pools

- Describe succession management integrations
- Create and manage succession plans
- Describe talent pools integrations
- Create and manage talent pools

## Career Development

- Explain concepts and processes for Development Goals, Exploring Roles, and Careers of Interest

# ORACLE RECRUITING CLOUD

## Payroll Concepts

- Requisition Management
- Recruiting Campaigns
- Third Party Integrations
- Candidate management
- Candidate search and Candidate pools
- Offer management
- Onboarding
- Data Migration

# ORACLE CLOUD GLOBAL ABSENCE MANAGEMENT

## Oracle Absence Management Cloud Overview

- Describe the main features of Absence Management
- Describe the setup components of Absence Management
- Describe the difference between Absence Type and Absence Plan
- Describe the types of absence plans available in Absence Management

## Absence Accrual Plans

- Explain the absence management processes related to accrual plans
- Set up derived factors
- Configure eligibility profiles
- Create a repeating time period
- Create absence accrual plans

## Absence Qualification Plans

- Describe the plans terms available for qualification plans
- Explain the absence management processes related to qualification plans
- Identify the components for the qualification entitlements display
- Create absence qualification plans

## Absence Types

- Certification Action Items
- Describe the types and usages of certification action items
- Configure Certifications (document and entitlement change types)
- Set up Certifications (document and entitlement change types) within Absence Type
- Manage Absence Certifications (schedule process, track due dates, status, etc.)

## Administration Tasks

- Administering plan enrollments and adjustments
- Create, maintain and recalculate absence records
- Explain and execute Absence Management processes

## Payroll Integration

- Describe the setup tasks required to integrate with Global Payroll
- Integrate Absence Management and Global Payroll
- Set up rate definitions in Absence Management

# ORACLE CLOUD GLOBAL PAYROLL

## Payroll Concepts

- Describe cloud Human Resources and the cloud payroll person models
- Describe legislative data groups
- Describe payroll statutory units
- Create payroll users and roles

## Payroll Flows

- Copy a flow pattern
- Edit a flow pattern
- Define parameters for tasks within a flow pattern
- Submit a payroll flow

## Earnings and Deduction Definitions

- Create an earnings or deduction element
- Explain the behavior of an element
- Create element entry business rules
- Configure an absence element
- Add eligibility rules for an element
- Create rules for retroactive changes

## Payroll and Balance Definitions

- Add company payment details
- Explain how to configure a payslip report
- Add third-party payment details

## Calculate, Validate and Correct Payroll Processes

- Describe the Payroll Checklist
- Verify the results of a payroll run
- Correct the payroll run details for an employee
- Submit and verify the results of the payment process
- Confirm the status of the payroll flow
- Verify the results of the costing process
- Describe how to reconcile the payroll

## Payroll Costing Rules

- Describe the levels of a costing hierarchy
- Set up a payroll cost allocation flexfield
- Configure various types of costing
- Perform a transfer to subledger accounting and a posting to GL

## Employee Level Payroll Information

- Add a standard earnings entry earning or deduction to an employee
- Add bank account details for an employee
- Enter payroll frequency details for an employee
- Manage absences for an employee
- Explain how to initialize payroll balances
- Manage costing for a person

# COURSE DETAILS AND FEES



## COURSE STARTS

Every month New batch starts  
Please refer to the website for  
program start dates



## DURATION

6 Weeks



## FEE STRUCTURE

₹50,000

Avail upto 30% Scholarship



## PROGRAM HOURS

60 Hours

Live Online Session

# OUR CLIENTS

**GHX**

**pwc**

**Deloitte.**

**ARROW**

**NIIT**

**السويدي  
AL-SUWAIDI**

**rife**

**Herbalife**

**Trinamix**

**Madina Group**

# REVIEWS

**Google**

Reviews | 4.7/5  | 175+ Google reviews

# CONTACT US



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