Work Logs : Enterprise Structure And Oracle HCM Basics

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Abstract—This log dives into the fundamentals of Oracle Fusion HCM, exploring the concept of enterprise structure and providing guidance on building it within a Fusion system instance. By understanding these core principles, you'll be equipped to effectively set up your organization's structure within the HCM system.

Index Terms—Enterprise Stucture, Basics of Oracle HCM

I. Key features of Oracle Fusion cloud applications
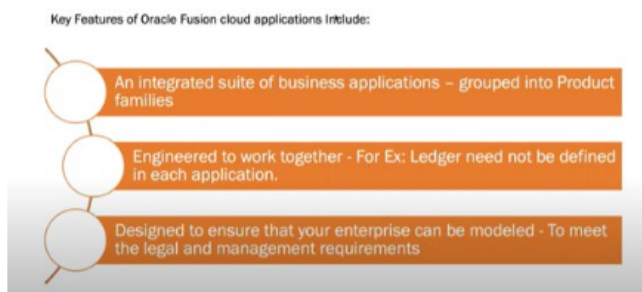

Fig. 1. Caption

Oracle Fusion cloud applications offer a comprehensive and unified solution for businesses, encompassing various functional domains, such as finance, human resources, supply chain, and customer relationship management. The integration of these applications allows for seamless communication and data sharing, which can help improve operational efficiency, reduce manual errors, and facilitate informed decision-making.

By engineering the applications to work together, you can standardize and maintain common elements like the ledger, chart of accounts, and security settings across various applications. This feature reduces the complexity and effort required for system administration and maintenance.

Oracle Fusion applications also focus on enabling businesses to adapt to their unique needs and requirements. They offer the flexibility to design the enterprise structure in accordance with legal and management obligations. These design features can be used to create customized business processes, organizational structures, and reporting frameworks, complying with industry-specific standards and regulatory requirements.

Moreover, Oracle Fusion cloud applications often include advanced analytics capabilities, providing users with real-time insights and recommendations to optimize their business operations. They also benefit from continuous innovation and automatic updates provided by Oracle to ensure their systems are up-to-date with the latest features and security updates.

II. Oracle Fusion Human Capital Management

Oracle Fusion Human Capital Management (HCM) is a comprehensive cloud-based solution for human resources management. The following are some of the key features and components of this platform:

1) Global Human Capital Management: Oracle Fusion HCM supports various HR functions on a global scale, including workforce deployment, resources management, and localizations. It provides a unified platform for managing a diverse workforce spread across different geographical locations.
2) Global Payroll: The platform offers a unified global payroll interface that supports various payroll processes, including incentive compensation, benefits management, and total compensation statement. It ensures compliance with local regulations and simplifies payroll administration.
3) Workforce Management: Oracle Fusion HCM provides tools for managing absence, time and labor, workforce predictions, and workforce reputation. It helps organizations to optimize workforce productivity, reduce labor costs, and enhance employee engagement.
4) Workforce Development: The platform offers tools for talent review, performance management, goal management, and compensation management. It helps organizations to develop and retain their workforce by setting performance goals, providing timely feedback, and rewarding high performers.
5) Span Business Process: Oracle Fusion HCM supports various business processes, including fast formula, profile management, and workforce directory management. It provides a seamless experience for users, enabling

them to access relevant information and perform tasks efficiently.

Overall, Oracle Fusion HCM is a powerful platform that enables organizations to manage their workforce effectively, improve employee engagement, and drive business success. By providing a unified platform for various HR functions, it helps organizations to simplify HR processes, reduce costs, and comply with local regulations.

III. ENTERPRISE STRUCTURE

In Oracle Fusion HCM, the enterprise structure refers to the hierarchical organization of legal entities, operating units, and other organizational units that make up an enterprise. The enterprise structure provides a framework for managing HR functions, such as workforce deployment, payroll processing, and benefits administration, in a multi-entity environment. Overall, the enterprise structure in Oracle Fusion HCM

provides a flexible and scalable framework for managing HR functions in a multi-entity environment. By defining the relationships between legal entities, operating units, and other organizational units, organizations can simplify HR processes, reduce costs, and comply with local regulations.

Here for the sake of practicing I had practiced via creating many enterprises for different use cases but showing one example. this is the example of an enterprise named OneFrame multimedia.

Other key components we need to learn along wih enterprise structurs is to create divisions,legal entity and business units.

A. Divisions

In Oracle Fusion HCM, a division is a subunit of a company or a legal entity that is used to group employees

based on specific criteria. The division is a customizable feature that can be used to represent different organizational structures, such as business units, departments, or geographic regions.

Divisions can be used to manage various HR functions,

such as workforce deployment, payroll processing, and benefits administration. By grouping employees into specific divisions, organizations can streamline HR processes, improve operational efficiency, and enhance employee engagement. divisions in Oracle Fusion HCM provide a powerful tool for managing HR functions in a multi-entity environment. By customizing divisions based on specific criteria, organizations can streamline HR processes, improve operational efficiency, and enhance employee engagement.

B. Legal Entity

A legal entity is a separate and distinct legal unit that is recognized by law as having its own legal rights and obligations. Legal entities are typically used to conduct business activities, hold assets, and enter into contracts.

In the context of Oracle Fusion HCM, a legal entity refers to a distinct organizational unit that is subject to specific laws, regulations, and tax requirements. Legal entities are typically defined by legal jurisdiction and are responsible for reporting financial results and complying with local regulations.

legal entities in Oracle Fusion HCM provide a powerful tool

for managing HR functions in a multi-entity environment. By defining legal entities based on specific legal jurisdictions, organizations can ensure compliance with local laws and regulations, improve operational efficiency, and enhance employee engagement.

C. Business Unit

In Oracle Human Capital Management (HCM), a business unit is a subunit of a legal entity that is used to group employees based on specific criteria, such as business function, department, or geographic location. Business units

are customizable and can be used to manage various HR functions, such as workforce deployment, payroll processing, and benefits administration.

business units in Oracle HCM provide a powerful tool for
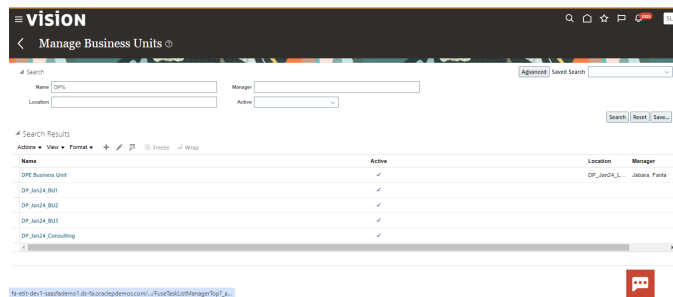
managing HR functions in a multi-entity environment. By customizing business units based on specific criteria, organizations can streamline HR processes, improve operational efficiency, and enhance employee engagement.

IV. CONCLUSION

Thus the conclusion of this lesson was to understand the core basics of Oracle Fusion Cloud , what is and Enterprise Structure and how to create it. We also learnt about the various key features and aspects of Oracle fusion system.

V. REFERENCES

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