**Project Title: "Comprehensive Employee Lifecycle Management in Oracle HCM SaaS"**

**Project Overview:**

Simulate the end-to-end process of managing employee lifecycle events in Oracle HCM. This project will cover Functional Setup, Security, Data Import, Approvals, (Optional) Oracle Integration Cloud (OIC), PL/SQL, Data Extracts, Fast Formulas, and Reporting & Analytics using BIP and OTBI.

**Part 1: Functional Setup Manager & Security**

* **Objective**: Set up the foundational elements and configure security roles.
* **Tasks**:
  1. **Create Enterprise Structure**: Define the enterprise, legal entities, business units, and departments.
  2. **Configure Workforce Structures**: Set up job and position structures.
  3. **Manage Workforce Profiles**: Create and configure profile types and content sections.
  4. **Create Security Roles**: Define and create custom roles (e.g., HR Manager, Recruiter, Employee).
  5. **Assign Roles to Users**: Allocate roles to specific user accounts.

**Part 2: Import Data**

* **Objective**: Import employee data into Oracle HCM.
* **Tasks**:
  1. **Prepare Data**: Create a sample CSV or Excel file with employee information (e.g., personal details, job information, compensation).
  2. **Use HCM Data Loader (HDL)**: Load the prepared data into Oracle HCM.
  3. **Validate Data Import**: Check the imported data for accuracy and consistency.

**Part 3 (Optional): Approvals & Cloud Business Process**

* **Objective**: Configure approval workflows
* **Tasks**:
  1. **Set Up Approval Rules**: Define approval rules for key processes such as employee onboarding and promotions.
  2. **Configure Approval Workflows**: Set up approval workflows in Oracle HCM.
  3. **Steup Work Structure –** Create Location, Department, Job, Grade, Position and Hire Employee. Run Sample Quick Payroll with existing Payroll configuration.

**Part 4: Oracle PL/SQL**

* **Objective**: Develop PL/SQL procedures for data processing.
* **Tasks**:
  1. **Write PL/SQL Procedures**: Develop procedures to process or transform data within Oracle HCM.
  2. **Execute and Validate**: Run the procedures and ensure they perform as expected.

**Part 5: Data Extract & Fast Formula**

* **Objective**: Extract and manipulate data using Fast Formulas.
* **Tasks**:
  1. **Set Up Data Extracts**: Configure HCM Extracts to pull relevant employee data.
  2. **Create Fast Formulas**: Develop Fast Formulas to calculate specific metrics (e.g., total compensation, bonuses).
  3. **Generate and Validate Extracts**: Execute extracts and validate the data.

**Part 6: Report & Analytics / BIP**

* **Objective**: Design and generate reports and a dashboard using BIP and OTBI.
* **Tasks**:
  1. **Create Data Models**: Define data models in BIP based on extracted data.
  2. **Design Reports**: Develop BIP reports to display data analysis (e.g., compensation analysis, headcount reports).
  3. **Configure Dashboards**: Set up dashboards to visualize key metrics and trends.
  4. **Schedule Reports**: Automate report generation and distribution.

**Deliverables:**

1. **Documentation**: A detailed report outlining the steps taken in each part of the project, including screenshots and explanations.
2. **Functional Setup and Security Configuration**: Summaries of enterprise structures, security roles, and assignments.
3. **Imported Data**: The CSV/Excel file used for data import and evidence of successful data import.
4. **Approval Workflows and Integrations**: Details of approval rules, workflows, and OIC integrations (Optional).
5. **PL/SQL Procedures**: The code for PL/SQL procedures developed.
6. **Data Extracts and Fast Formulas**: Configuration details and results of data extracts and Fast Formulas.
7. **Reports and Dashboards**: Sample BIP reports and dashboards created, along with configuration details.

**Evaluation Criteria:**

* **Completeness**: All tasks in each part of the project are completed.
* **Accuracy**: The configurations, data imports, approval workflows, and reports are accurate and meet the requirements.
* **Documentation**: The report is comprehensive, well-organized, and clearly explains each step.
* **Quality of Solutions**: The solutions for data extracts, formulas, and reports are well-designed and insightful.
* **Team Collaboration**: The team(s) worked together effectively, and each member contributed.

This project ensures participants gain practical experience with a wide range of Oracle HCM functionalities, making it an effective and comprehensive learning experience.

**Presentation**

You will give a 30-40 minute group presentation on your findings on August 2, 2024 at 10AM EST. Create a PowerPoint presentation to present and each team member should speak for 2-3 minutes.