

# Oracle HCM Cloud: Goal and Performance Management

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<b>Code:</b>	D103484GC10
<b>Length:</b>	3 days
<b>URL:</b>	<a href="#">View Online</a>

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This Oracle HCM Cloud: Goal and Performance Management training teaches you how to implement, configure and use Oracle Talent Management Cloud to manage goals and performance management. Explore talent management setup and management tasks through detailed conceptual information, demonstrations, and hands-on activities.

## Learn To:

- Create, manage and assign goals and goal plans for employees and organizations
- Create questionnaires for performance documents
- Configure templates to create performance documents
- Evaluate employee performance

## Benefits to You

By taking this course, you will develop the skills to execute a smooth, rapid implementation of the Goal and Performance Management features for Oracle HCM Cloud: Talent Management. It also helps you understand the configuration options so that you can make improved decisions during your implementation. Additionally, you create and manage performance goals and performance documents to empower employees to set meaningful goals and capture feedback from multiple sources to provide a well-rounded portrait of your employees.

## Skills Gained

- Identify key concepts of Goal and Performance Management that determine a successful implementation
- Configure and manage Goal and Performance Management tasks
- Validate your setup by entering data and performing common Talent Management processes

## Who Can Benefit

- Cloud Administrator
- End User
- Implementer
- System Administrator

# Prerequisites

Suggested Prerequisites: • Oracle HCM Cloud: Profile Management • CDT Introduction to Oracle HCM Cloud • Oracle HCM Cloud: Extensibility • Oracle HCM Cloud: Security

## Course Details

### Topics

- Overview
  - Course Objectives
  - Information Resources
- Goal Management Overview
  - Introduce the key processes and concepts of Talent Management
  - Functional Setup Manager Overview
  - Goal Tracking
  - Goal Components
- Goal Management Setup and Maintenance
  - Goal Management Setup and Maintenance
  - Lookups, Flexfields, and Profile Options
- Review Periods
  - Creating Review Periods
- Goal Library
  - Managing the Goal Library
- Goal Plans
  - Managing Employee and Organization Goal Plans
  - Managing Goal Sets
- Eligibility Profiles for Goals
  - Determining Goal Eligibility
- Create Goals
  - Managing Goals
- Mass Assignment of Goals
  - Administering and Mass Assigning Goals
- Performance Management Overview
  - Performance Management Overview
  - Anytime Performance Documents
  - Employee Check-In
- Performance Management Setup and Maintenance
  - Performance Profile Options and Descriptive Flexfields
  - Performance Roles and Matrix Management
- Performance Process Flows

- Process Flow Determination
- Eligibility Profiles for Performance Documents
  - Eligibility Profiles
- Questionnaires
  - Question Library
  - Question and Response Types
  - Questionnaire Templates
  - Creating Questionnaires
- Performance Document Types
  - Managing Performance Document Types
- Performance Templates
  - Performance Templates and Performance Template Sections
- Evaluate Performance
  - Perform an Evaluation
  - Administration and Monitoring Tasks for Employee Performance

- Lesson and Course Learning Objectives
- Course Agenda
- Outline of Course Hands-On Activities
- Oracle Resources
- Demonstrating Oracle Applications Help
- Auditing Talent Management Business Objects

## **Introducing Functional Setup Manager**

- Key Benefits of Oracle Fusion Functional Setup Manager
- Manage Setup Data
- Identify the Functional Setup Methodology
- Enable offerings, functional areas, and features

## **Manage Common Talent Objects**

- Creating Review Periods
- Managing Performance Document Types
- Managing the Goal Library
- Talent Management Notifications

## **Goal Management Concepts**

- Goal Management Concepts and Actions
- Goal Types
- Goal Management Setup
- Lookups, Flexfields, and Profile Options

## Managing Goal Plans

- Managing Goal Plans
- Managing Goal Sets
- Goal Eligibility

## Using Goal Management

- Administering and Mass Assigning Goals
- Managing Worker and Organization Goals

## Define Questionnaires

- Questionnaire Concepts
- Managing Questions
- Question Library
- Question and Response Types
- Questionnaire Templates
- Creating Questionnaires

## Understanding and Defining Worker Performance

- Performance Management Overview
- Performance Profile Options and Descriptive Flexfields
- Performance Roles and Matrix Management
- Eligibility Profiles and Process Flow Definitions

## Configuring Sections, Document Types and Templates

- Performance Templates and Performance Template Sections

## Using Performance Management

- Performance Documents and Worker Evaluations
- Administration and Monitoring Tasks for Worker Performance

## Course Summary

- Course Summary

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## Schedule (as of 4 )

Date	Location
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