



Oracle E-Business Suite R12.x HRMS – A Functionality Guide

By Pravin Ingawale

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Oracle's E-Business Suite Human Capital Management enables organizations to architect a global foundation for HR data and improved business processes.

The book starts by introducing Oracle Application E-Business Suite, its architecture, and how to set up the preliminary components such as roles, groups, and profile options. As you progress through the chapters, you'll learn to define common data from an enterprise perspective, such as the unique structures for jobs, positions, job groups, and other business entities. As we move from learning the core HR structures, you'll learn to implement people management concepts such as maintaining personal information, identifying assignments, managing assignments of personnel, changing assignments, and terminating an assignment or employee. By the end of this book, you will have a thorough knowledge of implementing a fully functional HR system based on strategic business needs, along with a detailed understanding of the key functions and benefits of Oracle HCM.

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Editorial Review

About the Author

Pravin S. Ingawale

Pravin S. Ingawale is currently working as an Oracle apps HR/Payroll techno-functional consultant and has more than 8 years of experience. He has been involved in end-to-end implementations, more than two of which involved modules such as Core HRMS, Self Service, Payroll, and so on. His role included conducting CRP with end users, gathering requirements, building the best solution, demonstrating the solution to end users, conducting UAT, and performing a successful Go Live. He is also engaged in post Go Live support, if required.

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