



Oracle Fusion Cloud HCM: Workforce Compensation

Student Guide
D101410GC10

Learn more from Oracle University at education.oracle.com



Copyright © 2025, Oracle and/or its affiliates.

Disclaimer

This document contains proprietary information and is protected by copyright and other intellectual property laws. The document may not be modified or altered in any way. Except where your use constitutes "fair use" under copyright law, you may not use, share, download, upload, copy, print, display, perform, reproduce, publish, license, post, transmit, or distribute this document in whole or in part without the express authorization of Oracle.

The information contained in this document is subject to change without notice and is not warranted to be error-free. If you find any errors, please report them to us in writing.

Restricted Rights Notice

If this documentation is delivered to the United States Government or anyone using the documentation on behalf of the United States Government, the following notice is applicable:

U.S. GOVERNMENT END USERS: Oracle programs (including any operating system, integrated software, any programs embedded, installed or activated on delivered hardware, and modifications of such programs) and Oracle computer documentation or other Oracle data delivered to or accessed by U.S. Government end users are "commercial computer software" or "commercial computer software documentation" pursuant to the applicable Federal Acquisition Regulation and agency-specific supplemental regulations. As such, the use, reproduction, duplication, release, display, disclosure, modification, preparation of derivative works, and/or adaptation of i) Oracle programs (including any operating system, integrated software, any programs embedded, installed or activated on delivered hardware, and modifications of such programs), ii) Oracle computer documentation and/or iii) other Oracle data, is subject to the rights and limitations specified in the license contained in the applicable contract. The terms governing the U.S. Government's use of Oracle cloud services are defined by the applicable contract for such services. No other rights are granted to the U.S. Government.

Trademark Notice

Oracle®, Java, MySQL, and NetSuite are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Inside are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Epyc, and the AMD logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark of The Open Group.

Third-Party Content, Products, and Services Disclaimer

This documentation may provide access to or information about content, products, and services from third parties. Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to third-party content, products, and services unless otherwise set forth in an applicable agreement between you and Oracle. Oracle Corporation and its affiliates will not be responsible for any loss, costs, or damages incurred due to your access to or use of third-party content, products, or services, except as set forth in an applicable agreement between you and Oracle.

251008202525C

Contents

1 Compensation overview

- Common questions 1-2
- Oracle Human Capital Management 1-3
- Overview of compensation 1-4
- Workforce compensation overview 1-5
- Overview of managing compensation 1-6
- Base pay 1-7
- Individual compensation 1-8
- Compensation budgets 1-9
- Workforce compensation 1-10
- Compensation Plans to Reward 1-11
- Key points 1-18

2 Derived factors

- Common questions 2-2
- Compensation Plans to Reward 2-3
- Derived factors 2-4
- Using derived factors 2-5
- Determination rules 2-6
- Key points 2-7
- Practice 2-8

3 Eligibility profiles

- Common questions 3-2
- Compensation Plans to Reward 3-3
- What are eligibility profiles? 3-4
- How eligibility works with other objects 3-5
- Key aspects of working with eligibility profiles 3-6
- Planning and prerequisites for eligibility profiles 3-7
- Specify profile type, usage, and assignment usage 3-8
- Defining eligibility criteria 3-9
- Excluding from eligibility and assigning sequence number 3-10
- Adding multiple criteria 3-11
- Viewing criteria hierarchy 3-12
- Single or multiple eligibility profiles 3-13

Key points 3-14

Practices 3-15

4 Global settings

Common questions 4-2

Compensation Plans to Reward 4-3

Global settings 4-4

General settings 4-5

Notifications 4-6

Watchlist and stock 4-7

Best practices for setting up workforce compensation plans 4-8

Key points 4-9

5 Plan foundation

Common questions 5-2

Compensation Plans to Reward 5-3

Workforce compensation plan foundation tasks 5-4

Plan details 5-5

Employment record to use 5-6

Plan eligibility 5-7

Plan cycles 5-8

Key points 5-9

Practices 5-10

6 Hierarchies and other plan foundation information

Common questions 6-2

Compensation Plans to Reward 6-3

Hierarchies 6-4

Missing manager handling 6-5

Hierarchy available actions 6-6

Plan currency 6-7

Plan access 6-8

Feedback survey 6-9

Plan information 6-10

Key points 6-11

Practices 6-12

7 Budgets

Common questions 7-2

Compensation Plans to Reward 7-3

Budgeting overview 7-4

Budgeting method 7-5
Budget storage method - amounts 7-6
Budget storage method - percentages 7-7
Budget pools 7-8
Configuring budget page layout 7-9
Key points 7-10
Practices 7-11

8 Compensation components and performance ratings

Common questions 8-2
Compensation Plans to Reward 8-3
Configuring compensation components 8-4
Test eligibility profiles 8-5
Performance ratings 8-6
Configure performance ratings 8-7
Performance management ratings and compensation ratings 8-8
Key points 8-9
Practices 8-10

9 Approvals and compensation change statements

Common questions 9-2
Compensation Plans to Reward 9-3
Approvals 9-4
Alternate approver hierarchy 9-5
Alternate approver is final approver 9-6
Alternate approver precedes final approver 9-7
Alternate approver in middle of standard hierarchy 9-8
Notifications 9-9
Compensation change statements 9-10
Key points 9-11
Practices 9-12

10 Worksheet display

Common questions 10-2
Compensation Plans to Reward 10-3
Overview of worksheet display 10-4
How task types are used 10-5
Configuring column properties overview 10-6
Configuring column properties sections 10-7
Summary sections 10-8
Detail table columns 10-9

Worksheet page layout 10-10
Setting up audit for workforce compensation 10-11
Key points 10-13
Practices 10-14

11 Alerts and individual worker display

Common questions 11-2
Compensation Plans to Reward 11-3
Alerts 11-4
Predefined alerts 11-5
Configuring alerts 11-6
Configure individual worker display 11-7
Key points 11-8
Practices 11-9

12 Models and reports

Common questions 12-2
Compensation Plans to Reward 12-3
Modeling overview 12-4
Reports overview 12-5
Report dimensions overview 12-6
Range increments 12-7
Filters overview 12-8
Configure landing page analytics 12-9
Key points 12-10
Practices 12-11

13 Validation and processing plans

Common questions 13-2
Compensation Plans to Reward 13-3
Validate plan setup 13-4
Validation results 13-5
Starting the compensation cycle process 13-6
Key points 13-7
Practices 13-8

14 Models and budgets

Common questions 14-2
Compensation Plans to Reward 14-3
Compensation models overview 14-4
Create model - define model 14-5

- Create model - select workers 14-6
- Create model - enter values 14-7
- Create model - select purpose 14-8
- Create model - review results 14-9
- Create model - apply 14-10
- Managing budgets overview 14-11
- Allocating budgets 14-12
- Key points 14-13
- Practices 14-14

15 Administer workforce compensation

- Common questions 15-2
- Compensation Plans to Reward 15-3
- Compensation administrator and manager roles 15-4
- Global models overview 15-5
- Managing active plans 15-6
- Administer worker overview 15-7
- Worker information 15-8
- Budget 15-9
- Compensation 15-10
- Promotion 15-11
- Performance 15-12
- Status and hierarchy 15-13
- Eligibility 15-14
- User-defined data 15-15
- Notes 15-16
- Alerts 15-17
- Audit 15-18
- Statement 15-19
- Administrative reports 15-20
- Running batch process overview 15-21
- Refresh workforce compensation data 15-22
- Monitor processes 15-23
- Key points 15-24
- Practices 15-25

16 Auditing compensation

- Common questions 16-2
- Compensation Plans to Reward 16-3
- Auditing compensation business objects 16-4
- Setting up audit for salary compensation 16-5

Audit report page example 16-6

Key points 16-7

17 Oracle AI in HCM

Common questions 17-2

What is AI assist? 17-3

Requirements for AI assist 17-4

AI assist examples within compensation 17-5

What are AI agents? 17-6

Examples of how AI agents are used in HCM 17-7

Access requirements for AI agents in HCM 17-8

Profile options for using AI agents 17-9

How do I use the AI Agent Studio? 17-10

AI agents for compensation 17-11

Information resources 17-12

Key points 17-13

18 Information resources

Information resources 18-2

Oracle Help Center 18-3

My Oracle Support 18-4

Oracle Cloud Customer Connect 18-5

Oracle University 18-6

Oracle Partner Community 18-7