

Training

ORACLE HCM | COMPENSATION

Course plan

Our program

Based on our experience in **Oracle HCM Cloud**, ABTIO has developed the following **training program** with a **practical approach, content tailored to each team's profile**, and **flexible delivery options**.

Our programs combine **functional understanding, operational use of the tool** and **best practices** so that each training session has a **real impact on daily management**.



About Oracle HCM Compensation

Oracle HCM Compensation enables **organizations to manage salary actions, compensation plans and approval workflows** in a structured way within Oracle HCM.

The solution **supports individual compensation management and the execution of compensation cycles, integrating eligibility criteria, payroll elements, approval flows, administrative tasks and reports for tracking results.**

This training provides a **solid foundation for understanding how the compensation process is structured, administered and controlled** in Oracle, with a focus on **daily operations, cycle traceability and team autonomy.**



Training Objectives

By the end of the training, participants will be able to:

- **Understand** the **main concepts** of **individual compensation** within Oracle HCM Compensation.
- **Identify** the **relationship** between **eligibility, payroll elements** and **approval workflows**.
- Understand how **compensation plans are structured and executed** within Oracle.
- **Recognize** the **key administrative tasks required to manage compensation cycles**.
- **Monitor results through reports for managers and administrators**.
- **Manage operational scenarios related to workers, transfers and proxy use**.
- **Apply best practices to control, audit and track the compensation cycle**.



Who is it intended for?

This training is **intended for profiles involved in the implementation, configuration, operation or monitoring of compensation processes** in Oracle HCM Compensation. It is mainly aimed at:

- **Functional and technical consultants** who need to implement, configure, or support the module.
- **Compensation and HR administration teams** involved in salary review processes.
- **Key users** who participate in the operation and monitoring of compensation cycles.
- **Functional administrators** who need to understand operational and control tasks.
- **Managers or business stakeholders** who need to review reports and monitor process results.



Agenda

Day 1

Module 1. Introduction to Oracle HCM Compensation

- What Oracle HCM Compensation solves.
- Relationship with Oracle HCM Cloud, HR, compensation, and payroll.
- Key concepts: individual compensation, compensation plans, eligibility, approvals, and cycles.
- Main roles within the process: employee, manager, administrator, and compensation teams.

Module 2. Individual compensation

- What individual compensation is.
- Use of individual salary actions within the compensation process.
- Relationship between individual compensation, payroll elements, and approvals.
- Functional considerations for managing salary actions with control and traceability.



Module 3. Eligibility profiles, payroll elements, and approvals

- What eligibility profiles are.
- Use of eligibility criteria to define applicable populations.
- Relationship between eligibility, business rules, and payroll elements.
- Approval workflows and best practices for keeping criteria clear and consistent.

Day 2

Module 4. Compensation plans

- What compensation plans are.
- Relationship between plans, compensation cycles, participants, and managers.
- Main components required to structure and execute a plan.
- Functional considerations for aligning the plan with the organization's salary process.

Module 5. Compensation cycle administration and operation

- Key administrative tasks during the cycle.
- Worker administration and progress tracking.
- Use of act as proxy for operational support.
- Management of transfers and common scenarios during cycle execution.



Module 6. Reports, monitoring, and results control

- Reports for managers.
- Reports for administrators.
- Tracking compensation cycle results.
- Best practices to control, audit, and provide traceability across the process.



Formats

Language

Spanish / English

Format

Remote (Max. 30 people) / In person (Max. 15 people)

Level

Intermediate

Duration

6 hours

Outline

2 short sessions / 1 intensive session

Content

Standard / Customized

We can **tailor** this training to each organization's specific needs, taking into account its **level of maturity, current processes, active modules** and **specific use cases**. The content can focus on **day-to-day operations, occupancy management, space analysis** or **scenarios involving growth and reorganization**.



Requirements

No mandatory prior knowledge is required. To make the most of the training, it is recommended to have:

- **Previous experience with Oracle Global HCM.**
- **Basic knowledge of the organization's compensation process.**
- **Access to a practice environment** to review configurations and operational scenarios.
- **A user profile enabled** according to the scope defined for the training.



Why choose ABTIO?

At ABTIO, we have **over 25 years of experience** and a **team** of functional, technical and technology professionals **specialized in Oracle solutions**.

Our training programs are **designed to help your organization incorporate applicable knowledge, gain autonomy and accelerate the effective use of Oracle HCM Compensation**. For this training, our approach helps organizations to:

- **Connect the design of the compensation process with the actual operation** of the cycle in Oracle.
- **Address both the functional logic and the administrative tasks** that usually generate the most questions in production.
- **Help teams gain autonomy to execute, control and audit results.**
- **Strengthen module adoption through practical cases and scenarios** close to the **client's daily operation**.



Book your training

Ready to train your team?

Contact us to book **Oracle HCM | Compensation training** tailored to your organization's needs.



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