

PeopleSoft 9.2 Introduction to HCM

Human Capital Management (HCM)

PeopleSoft 9.2 HCM Introductory course will introduce students to the basics and core functionality of PeopleSoft HCM 9.2. Participants will walk away from the course with detailed knowledge of the common elements used in PeopleSoft HCM applications and an understanding of how HR information is structured within PeopleSoft.

Prerequisites:

- PeopleSoft 9.2 Foundations (HCM)

Human Resources Configuration

- System Building Blocks
- Organization Related Configuration
- Job Attribute Related Configuration
- Personal Related Configuration
- Compensation Rules Related Configuration
- Workforce Administration Related Configuration
- Compensation Related Configuration
- Organizational Development Related Configuration

Person Model Overview

- Overview
- Key Features
- Adding a Person
- Organization Relationships
- Contingent Worker
- Person of Interest
- Organizational Instance
- Assignments

Base Benefits

- Dependent Relationships
- Plans and Providers
 - Simple Benefits

Base Benefits (cont'd)

- Health
- Dental
- Life and Accidental Death
- Disability
- Savings
- Flexible Spending Accounts
- Plan Attributes
- Rates and Rules
 - Benefits Rates
 - Service Steps
 - Calculation Rules
 - Limits
 - Annual Benefits Base Rates
 - Benefit Rate Types
 - Dependent Rule
- Program Structure

Benefits Administration

- Benefits Admin Configuration
 - Eligibility and Event Rules
 - Flex Credit Management
 - Processing Controls
 - Open Enrollment and Event Maintenance Cycles