ORACLE UPK PRE-BUILT CONTENT FOR: EBS HUMAN RESOURCES R12

Oracle’s User Productivity Kit (UPK) is a collaborative content development platform that drives end-user and project team productivity throughout all phases of the software ownership lifecycle. UPK pre-built application specific content provides significant additional benefit beyond the UPK Developer for enterprises deploying Oracle’s E-Business Suite applications.

UPK Application Content: “As Delivered” System Process References
The value of UPK pre-built application content starts from the premise that implementation project teams can save substantial time and labor by leveraging UPK application content as baseline reference system process flows first and then iterating to capture specific business process requirements. The savings can be substantial – project team resources typically dedicated to the preparation of system test data, storyboarding, and process standardization can be greatly reduced.

Mirrors Oracle Application Development Methodology
Key to the value of UPK application specific content is the fact that it is authored in tight collaboration with the actual developers who wrote the code, thus creating content which accurately reflects industry best practices with detailed conceptual information.

Delivering Value Throughout the Software Lifecycle
The value of UPK application content has relevance in many phases common to software implementation projects. For example, early on in the project lifecycle, UPK play back capabilities allow implementation leads to educate themselves on the delivered system process flows (vanilla functionality) of the new application without having to actually configure a “sand-box” environment, mitigating costs associated with labor and hardware and reducing the new functionality “learning curve.”

Eliminate Dedicated Instances To Analyze Delivered Functionality
Once the delivered functionality and process flows of the new application are understood, the project team can use the UPK content as an aid to do the fit-gap analysis. For this phase of the project lifecycle, the functional expert visually moves through a UPK simulation – leveraging the application specific content - while noting in the test document the configuration and/or customizations necessary to achieve the desired business outcome.
Customizing Pre-Built Content

Over the course of an implementation or upgrade, the UPK pre-built content can evolve until it mirrors the final deployed application. The existing pre-built content can easily be modified using the UPK Developer to capture the configuration changes or steps in the new process. UPK’s re-record feature also enables a guided recapture of screens and steps in the application so your UPK content reflects the final state of your application.

Use the UPK Developer to easily customize the content to match your organization’s needs. The UPK Content products contain the following sections:

**Human Resources**

Using Organization Structures
Organization Information
Maintaining Jobs and Positions
Using Person Types and Employment Groups
Using Employment Agreements
Configure HRMS
Setting Up Work Structures
Hiring Employees
Setting Up Employees
Manage Absences
Global Deployment
Ending Employment
Managing People
Workforce Reports
People Folders and Assignments
Human Resources Budgets
Human Resources Users and Responsibilities

**iRecruitment**

Setting Up iRecruitment Information
Configuring iRecruitment Pages
Managing Assessments
Managing Vacancies
Job Seekers: Site Visitors and Registered Users
Managers and Recruiters: Candidate Processing
Managers and Recruiters: Working with Applicants
Agency Users: Working with iRecruitment
Generate Letter and Reports

**Learning Management**
Setup for Oracle Learning Management
Catalogs
Learning Paths and Certifications
Content Assembly
Test Building
Import and Export
Resources
Pricing and Finance
Enrollments
Self-Service Interfaces

**Payroll**
Calculating, Balancing, and Validating Payroll
Altering Payroll Results by Recalculation
Confirming Payroll Complete
Managing Payroll Payment Distribution
Calculating Distribution

**Performance Management**
Setting Up Appraisals
Performance Management Plans
Objectives Management
Managing Appraisals
Setting Up Performance Management

**Self-Service Human Resources**
Manager Self-Service: Manager Actions
Manager Self-Service: Hiring
Manager Self-Service: Maintaining Assignments
Manager Self-Service: Termination
Employee Self-Service: Maintain Personal Information
Employee Self-Service: Employee Actions
Using Competencies and Qualifications
Using the Common SSHR Modules

**Time and Labor**
Configuring Time Cards
Defining Work Patterns
Assigning Preferences
Entering Time Cards
Approving Time Cards
Time Keeper
Process Time Cards

CONTACT US
For more information on UPK and application specific content for Oracle application product families go to http://www.oracle.com/goto/upk/user-productivity-kit.html.

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