

11i Workforce Sourcing and Deployment Fundamentals: iRecruitment - LVC

Süre: 2 Days

What you will learn

Oracle iRecruitment is a full-cycle solution that gives managers, recruiters and candidates the ability to manage every phase of finding, recruiting, hiring, and tracking new employees. This course provides an overview of iRecruitment processes and the implementation steps required to perform a basic, non-customized implementation.

As managers or recruiters, site visitors, registered users, and employees you learn how to use and work with iRecruitment functionalities. You learn how to personalize iRecruitment pages to suit your business requirements. The topics in this course show you how to generate recruitment letters and reports to analyze your recruitment process. You will also learn how to remove the candidate and applicant data that you no longer require. Learning is supplemented by guided demonstrations and hands on practices.

Learn To:

- Identify key features in iRecruitment
- Use and work with iRecruitment functions
- Perform the setup, functional, and post install steps
- Generate letters for recruitment process
- Discuss how iRecruitment fits in with Oracle HRMS and HRMS
- Generate reports for recruitment analysis

Live Virtual Class (LVC) Access Policy:

- You are prohibited from allowing other unregistered individuals to view your LVC Event
- You may not make unauthorized recordings, copies or transmissions of LVC Event content
- You must view the LVC Event from the country listed in your LVC Event registration

Students attending LVC events should enroll at least two working days in advance of the event to ensure adequate time to download student materials and confirm their system setup. To learn more about the system and setup requirements for participating in a Live Virtual Class, please [click here](#).

Audience

- Functional Implementer
- Sales Consultants

Prerequisites

Required Prerequisites

11i Enterprise Management Fundamentals: Work Structures Ed 1

Suggested Prerequisites

11i Enterprise Management Fundamentals: Work Structures

Course Objectives

Identify the benefits of using iRecruitment
Identify different types of iRecruitment users
Understand how iRecruitment security works
Perform the setup, functional, and post install steps
Understand approval rules in iRecruitment
Configure iRecruitment site to suit business requirements
Create default job postings
Create vacancies in iRecruitment
Manage vacancies
Use site visitor functionality
Register in iRecruitment and use registered user functionality
Process candidates
Progress applications and hire successful applicants
Generate recruitment letters
Generate reports to analyze recruitment process
Understand the Recruitment cycle and where iRecruitment fits into it

Course Topics

Overview of iRecruitment

Identifying features of iRecruitment
Learning the benefits of iRecruitment
Describing different iRecruitment Users
Explaining how iRecruitment security works
Understanding the concept of People in iRecruitment
Discussing how iRecruitment fits in with Oracle HRMS and HRMSi

Implement iRecruitment

Understanding implementation cycle for iRecruitment
Setting up workstructures details to work with iRecruitment
Creating Recruiting Site information
Setting base URL profile options
Setting up workflow process using business events
Adding iRecruitment menus to required users
Completing Post Install steps

Configuring iRecruitment Pages

Understanding Personalization Levels in iRecruitment
Enabling Profile Options for Personalization
Learning about personalization components

- Changing and Displaying Fields in iRecruitment Pages
- Adding or Editing User Instructions
- Creating and Displaying Flexfield Segments
- Configuring a Searchable Flexfield

Managers and Recruiters: Vacancies and Job Posting

- Learning about vacancy and vacancy status concepts
- Creating Vacancy details
- Approving Vacancies
- Posting Vacancies to multiple Recruiting Sites
- Understanding Vacancy approval process in iRecruitment
- Managing Vacancies

Job Seekers: Site Visitors and Registered Users

- Using Site Visitor functionality
- Searching for jobs using different search options
- Bookmarking job detail pages
- Registering in iRecruitment
- Creating user account details
- Defining privacy for user accounts
- Adding jobs to permanent job basket and applying for jobs
- Monitoring job applications

Managers and Recruiters: Candidate Processing

- Learning about different search options in iRecruitment
- Searching the Prospect Pool, Resumes, and Individuals
- Finding Candidates using Skills Matching Functionality
- Processing Candidates and using different options
- Viewing Applicants' details
- Progressing Applications
- Updating Applications
- Hiring Successful Applicants using People Management Template and Oracle SSHR.

Generating Letters, Reports and Perform Purge

- Defining Standard letters for Web ADI and Oracle HRMS
- Generating recruitment letters using Web ADI
- Generating Performance Management Viewer (PMV) reports
- Purging Candidate and Applicant Data