

# R12.X Oracle HRMS Learning Management Fundamentals

**Course Duration: 16 Hours**

**Course Code: R12X-HRMS-LMF**

## 1. Course Overview

The R12.X Oracle HRMS Learning Management Fundamentals course is designed to provide learners with a strong foundation in implementing and managing the Learning Management module within Oracle HRMS. Participants will gain hands-on experience in managing training plans, courses, learning paths, and learner enrollments, while aligning organizational learning initiatives with HR strategies. This course helps professionals streamline training processes, improve workforce skills, and ensure compliance with organizational learning requirements.

## 2. What You'll Learn?

- Understand the key concepts and functionalities of Oracle Learning Management (OLM).
- Set up and manage learning objects such as courses, offerings, and resources.
- Create learning paths and curricula for structured training.
- Manage learner enrollments and track training progress.
- Generate reports and analyze learning effectiveness.
- Integrate OLM with other Oracle HRMS modules for seamless learning operations.

### 3. Target Audience

This course is ideal for:

- HR professionals and Training Administrators.
- Oracle HRMS Consultants and Implementers.
- System Administrators managing HRMS systems.
- Project Managers involved in HRMS implementation projects.
- Anyone responsible for organizational learning and development.

### 4. Pre-Requisites

Participants are recommended to have:

- Basic understanding of Oracle HRMS concepts.
- Familiarity with Human Resource processes and policies.
- Prior experience with Oracle Applications (helpful but not mandatory).

### 5. Course Content

#### **Module 1: Introduction to Oracle Learning Management (OLM)**

- Overview of OLM
- Benefits and Features of Learning Management
- Key Concepts and Terminology

#### **Module 2: Setting Up Learning Management**

- Defining Learning Objects
- Setting up Categories and Catalogs
- Configuring Resources and Instructors

#### **Module 3: Managing Courses and Offerings**

- Creating and Managing Courses
- Defining Offerings, Classes, and Schedules
- Managing Locations and Facilities

#### **Module 4: Learner Enrollments and Participation**

- Enrolling Learners into Courses
- Tracking Progress and Completions
- Managing Cancellations and Waitlists

#### **Module 5: Learning Paths and Curricula**

- Creating Structured Learning Paths
- Defining Curricula for Role-Based Training
- Monitoring Learner Advancement

#### **Module 6: Administration and Reporting**

- Generating Standard Reports
- Analyzing Training Effectiveness
- Managing Learning History

#### **Module 7: Integration with Oracle HRMS**

- Linking OLM with Core HR
- Managing Employee Learning Data
- Integration with Performance Management