Contents

Send Us Your Comments

Preface

1 Implementing Oracle Learning Management

Implementing Oracle Learning Management ................................................................. 1-1
Implementation Checklist ......................................................................................... 1-3
Implementation Flowchart ....................................................................................... 1-4
Implementation Steps ............................................................................................. 1-7
OLM Roles, Permission Sets, and Permissions ....................................................... 1-36
Customizing Report Templates ............................................................................... 1-58
Setting up the Electronic Records and Electronic Records (ERES) Functionality in OLM... 1-60
Alternate Financial Implementation Steps ............................................................. 1-62

Oracle Learning Management Glossary

Index
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Oracle Learning Management Implementation Guide, Release 12.1
Part No. E13519-04

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- Are the implementation steps correct and complete?
- Did you understand the context of the procedures?
- Did you find any errors in the information?
- Does the structure of the information help you with your tasks?
- Do you need different information or graphics? If so, where, and in what format?
- Are the examples correct? Do you need more examples?

If you find any errors or have any other suggestions for improvement, then please tell us your name, the name of the company who has licensed our products, the title and part number of the documentation and the chapter, section, and page number (if available).

Note: Before sending us your comments, you might like to check that you have the latest version of the document and if any concerns are already addressed. To do this, access the new Oracle E-Business Suite Release Online Documentation CD available on My Oracle Support and www.oracle.com. It contains the most current Documentation Library plus all documents revised or released recently.

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Preface

Intended Audience


This guide assumes you have a working knowledge of the following:

• The principles and customary practices of your business area.

• Oracle HRMS.

If you have never used Oracle HRMS, Oracle suggests you attend one or more of the Oracle HRMS training classes available through Oracle University

• Oracle Self-Service Web Applications.

• The Oracle Applications graphical user interface.

To learn more about the Oracle Applications graphical user interface, read the Oracle E-Business Suite User’s Guide.

See Related Information Sources on page viii for more Oracle E-Business Suite product information.

Deaf/Hard of Hearing Access to Oracle Support Services

To reach Oracle Support Services, use a telecommunications relay service (TRS) to call Oracle Support at 1.800.223.1711. An Oracle Support Services engineer will handle technical issues and provide customer support according to the Oracle service request process. Information about TRS is available at http://www.fcc.gov/cgb/consumerfacts/trs.html, and a list of phone numbers is available at http://www.fcc.gov/cgb/dro/trsphonebk.html.
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Structure

1 Implementing Oracle Learning Management

Oracle Learning Management Glossary

Related Information Sources

Oracle HRMS shares business and setup information with other Oracle Applications products. Therefore, you may want to refer to other user guides when you set up and use Oracle HRMS.

You can read the guides online by choosing Library from the expandable menu on your HTML help window, by reading from the Oracle Applications Document Library CD included in your media pack, or by using a Web browser with a URL that your system administrator provides.

If you require printed guides, you can purchase them from the Oracle store at http://oraclestore.oracle.com.

Guides Related to All Products

Oracle E-Business Suite User’s Guide
This guide explains how to navigate, enter data, query, and run reports using the user interface (UI) of Oracle E-Business Suite. This guide also includes information on setting user profiles, as well as running and reviewing concurrent requests.

**Guides Related to This Product**

**Oracle Daily Business Intelligence for HRMS User Guide**
This guide describes the dashboards and reports available for HR Line Managers, Chief HR Officer, Budget Managers, and Benefits Managers using Daily Business Intelligence for HRMS. It includes information on using parameters, how DBI for HRMS derives values, and how to troubleshoot dashboards and reports.

**Oracle Daily Business Intelligence for HRMS Implementation Guide**
This guide provides basic setup procedures for implementing and maintaining HRMS-related dashboards.

**Oracle Daily Business Intelligence Implementation Guide**
This guide describes the common concepts for Daily Business Intelligence. It describes the product architecture and provides information on the common dimensions, security considerations, and data summarization flow. It includes a consolidated setup checklist by page and provides detailed information on how to set up, maintain, and troubleshoot Daily Business Intelligence pages and reports for the following functional areas: Financials, Interaction Center, iStore, Marketing, Product Lifecycle Management, Projects, Procurement, Sales, Service, Service Contracts, and Supply Chain.

**Oracle Daily Business Intelligence User Guide**
This guide describes the common concepts for Daily Business Intelligence. It describes the product architecture and provides information on the common dimensions, security considerations, and data summarization flow. It includes a consolidated setup checklist by page and provides detailed information on how to set up, maintain, and troubleshoot Daily Business Intelligence pages and reports for the following functional areas: Financials, Interaction Center, iStore, Marketing, Product Lifecycle Management, Projects, Procurement, Sales, Service, Service Contracts, and Supply Chain.

**Oracle Application Framework Personalization Guide**
Learn about the capabilities of the OA Framework technologies.

**Oracle Human Resources Management Systems Enterprise and Workforce Management Guide**
Learn how to use Oracle HRMS to represent your enterprise. This includes setting up your organization hierarchy, recording details about jobs and positions within your enterprise, defining person types to represent your workforce, and also how to manage your budgets and costs.

**Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide**
Learn how to use Oracle HRMS to represent your workforce. This includes recruiting new workers, developing their careers, managing contingent workers, and reporting on
your workforce.

**Oracle Human Resources Management Systems Payroll Processing Management Guide**

Learn about wage attachments, taxes and social insurance, the payroll run, and other processes.

**Oracle Human Resources Management Systems Compensation and Benefits Management Guide**

Learn how to use Oracle HRMS to manage your total compensation package. For example, read how to administer salaries and benefits, set up automated grade/step progression, and allocate salary budgets. You can also learn about setting up earnings and deductions for payroll processing, managing leave and absences, and reporting on compensation across your enterprise.


Learn about extending and configuring Oracle HRMS, managing security, auditing, information access, and letter generation.

**Oracle Human Resources Management Systems Implementation Guide**

Learn about the setup procedures you need to carry out in order to implement Oracle HRMS successfully in your enterprise.

**Oracle Human Resources Management Systems FastFormula User Guide**

Learn about the different uses of Oracle FastFormula, and understand the rules and techniques you should employ when defining and amending formulas for use with Oracle applications.

**Oracle Self-Service Human Resources Deploy Self-Service Capability Guide**

Set up and use self-service human resources (SSHR) functions for managers, HR Professionals, and employees.

**Oracle Performance Management Implementation and User Guide**

Learn how to set up and use performance management functions. This includes setting objectives, defining performance management plans, managing appraisals, and administering questionnaires.

**Oracle Succession Planning Implementation and User Guide**

Learn how to set up and use Succession Planning functions. This includes identifying succession-planning requirements, using talent profile, suitability analyzer, and performance matrices.

**Oracle Human Resources Management Systems Deploy Strategic Reporting (HRMSi)**

Implement and administer Oracle Human Resources Management Systems Intelligence (HRMSi) in your environment.

**Oracle Human Resources Management Systems Strategic Reporting (HRMSi) User Guide**
Learn about the workforce intelligence reports included in the HRMSi product, including Daily Business Intelligence reports, Discoverer workbooks, and Performance Management Framework reports.

**Oracle Human Resources Management Systems Approvals Management Implementation Guide**

Use Oracle Approvals Management (AME) to define the approval rules that determine the approval processes for Oracle applications.

**Oracle Human Resources Management Systems Window Navigation and Reports Guide**

This guide lists the default navigation paths for all windows and the default reports and processes as they are supplied in Oracle HRMS.

**Oracle iRecruitment Implementation and User Guide**

Set up and use Oracle iRecruitment to manage all of your enterprise’s recruitment needs.

**Oracle Learning Management User Guide**

Use Oracle Learning Management to accomplish your online and offline learning goals.

**Oracle Learning Management Implementation Guide**

Implement Oracle Learning Management to accommodate your specific business practices.

**Oracle Time and Labor Implementation and User Guide**

Learn how to capture work patterns, such as shift hours, so that this information can be used by other applications, such as General Ledger.

**Oracle Labor Distribution User Guide**

Learn how to maintain employee labor distribution schedules, distribute pay amounts, encumber (commit) labor expenses, distribute labor costs, adjust posted labor distribution, route distribution adjustment for approval, and manage error recovery processes. You also learn how to set up effort reporting for Office of Management and Budget (OMB) compliance.

**Other Implementation Documentation**

**Oracle Workflow Administrator's Guide**

This guide explains how to complete the setup steps necessary for any product that includes workflow-enabled processes. It also describes how to manage workflow processes and business events using Oracle Applications Manager, how to monitor the progress of runtime workflow processes, and how to administer notifications sent to workflow users.

**Oracle Workflow Developer's Guide**

This guide explains how to define new workflow business processes and customize existing Oracle E-Business Suite-embedded workflow processes. It also describes how
to define and customize business events and event subscriptions.

Oracle Workflow User’s Guide

This guide describes how users can view and respond to workflow notifications and monitor the progress of their workflow processes.

Oracle Workflow API Reference

This guide describes the APIs provided for developers and administrators to access Oracle Workflow.

Oracle E-Business Suite Flexfields Guide

This guide provides flexfields planning, setup, and reference information for the Oracle E-Business Suite implementation team, as well as for users responsible for the ongoing maintenance of Oracle E-Business Suite product data. This guide also provides information on creating custom reports on flexfields data.

Oracle eTechnical Reference Manuals

Each eTechnical Reference Manual (eTRM) contains database diagrams and a detailed description of database tables, forms, reports, and programs for a specific Oracle Applications product. This information helps you convert data from your existing applications, integrate Oracle Applications data with non-Oracle applications, and write custom reports for Oracle Applications products. Oracle eTRM is available on My Oracle Support.

Integration Repository

The Oracle Integration Repository is a compilation of information about the service endpoints exposed by the Oracle E-Business Suite of applications. It provides a complete catalog of Oracle E-Business Suite’s business service interfaces. The tool lets users easily discover and deploy the appropriate business service interface for integration with any system, application, or business partner.

The Oracle Integration Repository is shipped as part of the E-Business Suite. As your instance is patched, the repository is automatically updated with content appropriate for the precise revisions of interfaces in your environment.

Do Not Use Database Tools to Modify Oracle E-Business Suite Data

Oracle STRONGLY RECOMMENDS that you never use SQL*Plus, Oracle Data Browser, database triggers, or any other tool to modify Oracle E-Business Suite data unless otherwise instructed.

Oracle provides powerful tools you can use to create, store, change, retrieve, and maintain information in an Oracle database. But if you use Oracle tools such as SQL*Plus to modify Oracle E-Business Suite data, you risk destroying the integrity of your data and you lose the ability to audit changes to your data.

Because Oracle E-Business Suite tables are interrelated, any change you make using an
Oracle E-Business Suite form can update many tables at once. But when you modify Oracle E-Business Suite data using anything other than Oracle E-Business Suite, you may change a row in one table without making corresponding changes in related tables. If your tables get out of synchronization with each other, you risk retrieving erroneous information and you risk unpredictable results throughout Oracle E-Business Suite.

When you use Oracle E-Business Suite to modify your data, Oracle E-Business Suite automatically checks that your changes are valid. Oracle E-Business Suite also keeps track of who changes information. If you enter information into database tables using database tools, you may store invalid information. You also lose the ability to track who has changed your information because SQL*Plus and other database tools do not keep a record of changes.
Implementing Oracle Learning Management

Implementation takes place after a successful installation of the application, and describes the process you follow to configure Oracle Learning Management (OLM) to meet your own specific business needs.

Making Decisions

Before you set up OLM, you need to look at certain factors before you decide and plan how to implement the application in your enterprise.

You must make two key implementation decisions:

• Do you plan to integrate OLM with Oracle Human Resources now or in the future? Doing so can change the way in which you hold information about internal learners and instructors. It also has implications if you are developing the competency approach.

• Do you plan to hold financial information (about resource costs and enrollment charges) in OLM? What kind of arrangement do you need? Do you need an interface between OLM and your own financial system to trigger customer invoices if you run external courses, or cross-charge other departments if you run internal courses?

Other decisions you need to make include:

• Is your enterprise planning to run
  • External training courses only?
  • Both internal and external training courses?
  • Internal training courses only?
• Both online and offline courses, or just offline courses?

• If you have purchased the license to run online courses, to be viewed in the Web-based player, how should you organize your online content such as modules and tests?

• What information do you need to record about learners, instructors, customers and suppliers? For internal learners you may already have gathered a large amount of information (especially if you run Oracle HR). What further information do you need to record?

• What is your enrollment procedure? What are the stages each student goes through from enrollment to completion of the course? Do you want to link these stages (statuses) to standard letters? Are you enabling telesales by integrating with Oracle Order Management?

• How do you want to organize your budgeting?

• Where do you teach? What is the maximum number of learners allowed in each room (and therefore on each class in each room)? How do you describe each location? Are some of these external to your organization and supplied by an external supplier? How are you going to organize locations, training centers, and resource revenues?

• What are the qualifications, skills, and expertise your courses offer? Do you want to record these competencies automatically for each learner, once they have completed a course?

• Do you have any special agreements with customers, if you run external courses? Do you want to give special discounts to customers who book many places on courses or groups of courses (packages)? If so, you should run the integration with Oracle Order Management.

• Which of your users should access which parts of OLM? What are the roles within your training department? Which roles need full or restricted access?

• What kind of facilities and resources do classes need? What skills do instructors require to teach this course? Where do your instructors come from—internal sources or an external supplier?

• How do you want to organize your resource categories? What information do you want to store for each resource type? Where and how do you want to hold trainer data?

• What type of development events do you want to record?

You can adopt a staged approach to implementation, by focusing only on the essential
Implementing Oracle Learning Management

areas of the system. For example, you could begin by implementing class scheduling and enrollment management. Then later you could add resource management and competency management to the basic implementation. In a third stage, if you supply training externally, you could implement the integration with Oracle Order Management, to support inventory, telesales, invoicing, and payments.

Implementation Checklist

Use the following checklist to record which parts of Oracle Learning Management you want to use. Then refer to the implementation flowcharts to see the high-level steps you must complete for each business function you have chosen to implement.

- Flexfields (Required)
  Define key and descriptive flexfields.

- Administration (Required)
  Define currencies, lookups, and a primary user.

- Organizations (Required)
  Define Business Groups and create other organizations.

- Courses and Resources (Required)
  Define courses and resource structures.

- Class and Enrollment Management (Required)
  Define enrollment and class status types.

- Content Management (Optional)
  Set up and manage content and content servers.

- Pricing and Financial Relationships (Required)
  Define finance headers and lines for each financial transaction, and set pricing for courses.

- Reports, Letters, and Folders (Required)
  Create reports, letters, and configurable folders.

- Security (Required)
  Set menu, enrollment, and user security. Set user profiles.

- Self-Service Enrollment and Training Administration (Optional)
  Set up self-service class enrollments and automatic finance transfer and waitlisting
processes.

☐ Audit Requirements (Optional)
   Set up the audit process.

☐ Online Help Configuration (Optional)
   Localize Oracle Applications Help.

☐ Oracle Order Management for OLM (Optional)
   Set up the integration between Oracle Order Management and OLM.

**Implementation Flowchart**

Some of the steps outlined in this section are Required, and some are Optional. Required with Defaults means that the setup functionality comes with predefined, default values in the database; however, you should review those defaults and decide whether to change them to suit your business needs. If you want or need to change them, you should perform those setup steps. You need to perform Optional steps only if you plan to use the related feature or complete certain business functions. The following flowchart depicts the implementation steps, what you can set up and the sequence that you should follow. Refer to the legend in the last graphic titled ORACLE LEARNING MANAGEMENT 3 to identify the required and the optional implementation steps in the flowchart.
Implementation Flowchart II
Implementation Steps

This section expands the implementation steps in the checklist and summarizes what you can set up and the sequence you should follow. Each step identifies the pages, windows, or processes you must use.

You can review the detailed task information for each step using the hypertext links.

**Note:** If you try to implement functionality in OLM before you are familiar with it you may make mistakes. Before you do each step you should read any topic information that is referenced.

This document breaks the steps into the following sections:

Key Flexfields, page 1-8
Descriptive Flexfields, page 1-9
Administration, page 1-11
Organizations, page 1-13
Key Flexfields

The System Administrator usually performs the key flexfield steps. Sign on to the system using your System Administrator username and password. Contact your DBA if you do not know this information.

Before you use OLM, you must define the Training Resource Key Flexfield structure.

If you do not run Oracle Financials, you also need to define an accounting flexfield (See Appendix B, Alternate Financial Implementation Steps). If you run Oracle Financials, the flexfield already exists.

Before you begin your implementation of these key flexfields you must clearly specify your requirements.

*Training Resources Key Flexfield*

Training resources are any people, facilities, or equipment that you need to book to run a class.

**Important:** Do not use the seeded resource structures provided by the application. Build new structures as detailed below.

**Step 1: Define Training Resource Flexfield Value Sets Required Step**

If you want to validate (restrict) the values that a user can enter for any segment you must define a specific Value Set.

The attributes of the Value Set control the type of values you can enter, how many characters each segment can hold, and how the values are to be validated.

Different segments of a single flexfield or segments of any other flexfield can share Value Sets.
Use the Value Set window.

See Defining Value Sets, Oracle E-Business Suite Flexfields Guide

Step 2: Define Training Resource Flexfield Segments

Define a structure for each resource type. The structure for the Venue resource type must be called Venue, the structure for the Trainer resource type must be called Trainer, and so on.

Caution: You must set at least one segment to Required.

You must check the Allow Dynamic Inserts box. If you do not check the box, you cannot create new resource name combinations in the Resources window.

Use the Key Flexfield Segments window.

See Defining Key Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 3: Define Segment Values

If you have chosen Independent or Dependent validation for a Value Set used by a Resource Flexfield Segment, you must define your list of valid values for the Value Set.

Use the Segment Values window.

See Defining Segment Values, Oracle E-Business Suite Flexfields Guide

Step 4: Freeze and Compile Your Resource Flexfield Structure

Freeze your Resource Flexfield definition. Navigate to the Key Flexfield Segments window. Check the Freeze Flexfield Definition box and save your changes. Oracle Learning Management now freezes and compiles your Resource Flexfield definition. Compiling the flexfield definition enables the Resources Flexfield window with the defaults, values, and rules that you have defined.

Use the Key Flexfield Segments window.

See Defining Key Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 5: Define Resource Types

You define resource types as values for the Lookup Type RESOURCE_TYPE. The type of a resource determines the information you can enter about the resource. Two types--Venue and Trainer--are supplied.

Use the Application Utilities Lookups window.

See Adding Lookup Types and Values, Oracle Learning Management User Guide

Descriptive Flexfields

Use descriptive flexfields to add your own fields to the standard windows. For
example, if you want to record details about any internal learner enrollment, you can define a segment of the Additional Enrollment Details flexfield to record this information.

See Descriptive Flexfields, Oracle Learning Management User Guide

**Note:** The descriptive flexfield is defined at the level of the base-table, so any window that uses the base-table displays the same descriptive flexfield segments.

For each descriptive flexfield, specify:
- The Context and the number of Segments for each Context
- The Flexfield Segment Names, Order, and Validation Options
- The Flexfield Value Sets to be used and any lists of values

You can define two types of descriptive flexfield Segments:
- **Global Segments**
  - Segments always appear in the flexfield window.
- **Context-Sensitive Segments**
  - Segments appear only when a defined context exists. You can prompt a user to enter the context, or you can provide the context automatically from a reference field in the same block.

  **Note:** Often you can choose between using a code, a 'base-table' field, and a field that contains a meaning or description. You should always use base-table fields as reference fields for Context-Sensitive segments. These fields usually have the same name as the column in the base table.

  Some of the Standard Reports supplied with Oracle Learning Management include descriptive segment values. If you follow this suggestion, these reports will be able to use the prompts you define; otherwise they will apply a generic prompt to the data.

**Step 6: Register a Reference Field**

If you want to use a reference field from the same block on the window to provide the context automatically for context-sensitive segments, you must register this field. Use the Application Developer responsibility to update the definition of the descriptive flexfield.

Query the flexfield you want to update, choose the Reference Fields button, and enter
the name of the Reference Field you want to use.

Use the Descriptive Flexfields window.

Step 7: Define Flexfield Value Sets

Create Value Sets as you created them in Step 1.

See Defining Value Sets, Oracle System Administrator User Guide

Use the Value Sets window.

Step 8: Define Descriptive Flexfield Segments

Define the segments of your descriptive flexfield for each Context.

- Use Global Context to define any segments that always appear in the flexfield window.

- Enter your own Context Name to define segments that appear only for that context.

Uncheck the Override Allowed box, then freeze and compile your descriptive flexfield definitions.

**Note:** If you define a segment as 'Required', it is required for every record on the system. You can encounter two common problems:

- If you define a 'Required' segment after you have entered records, existing records have no value in this segment and the system prompts you with an error when you query an existing record.

- Some descriptive flexfields appear in more than one block.

Use the Descriptive Flexfield Segments window.

See Defining Descriptive Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 9: Define Flexfield Segment Values

If you have chosen Independent validation for a Value Set used by a descriptive flexfield Segment, you must define a list of valid values for the Value Set.

Use the Segment Values window.

See Defining Segment Values, Oracle E-Business Suite Flexfields Guide.

Administration

The System Administrator usually performs the administration steps. Sign on to the system using your System Administrator username and password. Contact your DBA if you do not know this information.
Step 10: Define User for Implementation

Before you can access any of the OLM pages or windows you must create a new Application User with access to the default responsibility (Oracle Learning Management Administrator) supplied with the application. You must also attach this responsibility to a role (see the step Configure Role-Based Access Control under Security, page 1-25).

**Note:** After you have completed this step you can sign on and use the new user to define lookups, locations, and a new Business Group.

See: OLM Roles, Permission Sets, and Permissions, page 1-36
Use the Users window.
See Users Window, Oracle System Administrator User Guide

Step 11: Create Administrator Groups

Use the Administrator Access Control feature to determine who can view and work with a specific category and content. Using administrator groups, you can control administrators’ access to OLM data. You can define administrator control at the catalog category level or content folder level. Only administrators belonging to a specific administrator group can access the catalog objects belonging to that category or the content objects belonging to that content folder.

The Administrator Group field that enables learning administrators to select the administrator group when creating categories or folders is hidden by default. If you want to use the Administrator Access Control feature, then you must display the Administrator Group field on the following pages using personalization:

- Create Category
- Create Folder
- View Category
- View Folder

See: Administrator Groups, Oracle Learning Management User Guide

Step 12: Define Lookup Values

Lookups supply many of the lists of values in OLM.
Implementation steps that require lookups are:

- Define Resource Types, page 1-9
- Create Class Statuses, Oracle Learning Management User Guide
• Create Booking Priorities, page 1-17
• Define New Finance Line Types, page 1-21
• Set Up Content Servers, page 1-19

Some Lookup Types have been predefined. You need to define only values for these types.

Lookup Values are the valid entries that appear in the list of values.

You can add new Lookup Values at any time. You can set the Enable Flag for a Value to No, so that it no longer appears in the list of values, or you can use the Start and End Dates to control when a value appears in a list.

Use the Application Utilities Lookups window.

See Adding Lookup Types and Values, Oracle Learning Management User Guide

Step 13: Enable Currencies

Oracle Applications predefine all major currencies using the ISO standard codes for currencies. However, you must enable the specific currencies you want to use for your base currency, or for any price or budget information.

The 'base currency' is the default currency used by your Business Group.

Use the Currencies window.

See Enabling Currencies, Oracle Learning Management User Guide

Organizations

Step 14: Create Locations

Create each work location used by your enterprise. Multiple organizations can share a single location and address.

Note: Because other Oracle applications share locations, some of the fields in the Location window are disabled for OLM users.

Use the Location window.

See Creating Locations, Oracle Learning Management User Guide

Step 15: Define a Business Group

The business group is the highest-level organizational unit in Oracle HRMS, and all other information you enter belongs to a business group.

As you create or choose your business group you should decide whether to implement your business group as global or local, Oracle Learning Management User Guide.
If you are implementing Oracle Human Resources, use your HR Business Group, which enables you to share data on people, organizations, locations, and skills across the applications. Before you can define a business group for Oracle HR, you must define five Key Flexfields.

See Administration, page 1-11

If you are implementing OLM without full Oracle HR, use the supplied setup business group, with all of its default definitions, as the starting point for your own business group. The default responsibility uses this business group.

Use the Organization window.

See Creating a Business Group, Oracle Learning Management User Guide

Step 16: Link Responsibility to Business Group

If you are using the setup business group and default responsibility, you can omit this step and the following step.

If you use more than one business group you must set up a separate responsibility and user profile for each group.

First create a new responsibility. Copy the supplied default responsibility if you want the new responsibility to use the predefined menus.

From the System Administrator responsibility, use the Responsibilities window.

Step 17: Select a New Responsibility

In the System Profile Values window, select this new responsibility, query the HR:Business Group option, and enter the name of your business group.

Use the System Profile Values window.

Step 18: Create Organizations

Organizations represent the functional, management, or reporting groups that exist within a business group.

The only organizations you need to define for OLM are your internal training departments.

Note: OLM includes a predefined list of Organization Classifications. These values are defined for the lookup type ORG_CLASS, and provide options for all users of the Organization window.

In the Application Utilities Lookups window, you can disable the Lookup values you do not want to use.

Use the Organization window.

See Creating a Training Organization, Oracle Learning Management User Guide
Step 19: Create Suppliers

Suppliers are the internal or external agencies who provide training classes or resources for training (such as rooms and equipment).

You must define supplier names before you can enter resources in OLM. If you want to create finance headers for payments to suppliers, you must also enter supplier addresses and contacts.

If you do not run Oracle Financials, before you create suppliers you must undertake the implementation steps detailed in Appendix B, Alternative Financial Implementation Steps. If you already run Oracle Financials, the data you require is already set up for you.

Use the Create Supplier page of Oracle Payables application. See: Entering Suppliers Manually, Oracle Payables User’s Guide

Step 20: Create Customers

You need only set up customers for external organizations who enroll learners in your classes. If you want to hold price information for internal learner enrollments, you must also create at least one internal customer.

For each customer, you must create at least one address and contact.

If you do not run Oracle Financials, before you create customers you must undertake the implementation steps detailed in Appendix B, Alternative Financial Implementation Steps. If you already run Oracle Financials, the data you require is already set up for you.

Use the Create Customer page of Oracle Receivables application. See: Creating a Customer, Oracle Receivables User Guide

Step 21: Enter Trainers (Instructors)

To enable instructors (trainers) to use Instructor self-service, you must enter instructors as people before you can select them as resources.

See Resource Creation, Oracle Learning Management User Guide

Step 22: Enter Resources

Use the Resources page to enter specific instructors, rooms, and equipment.

See Resource Creation, Oracle Learning Management User Guide

Courses

You define courses to represent the training courses and other developmental opportunities you make available to learners. You can use versions to maintain a history of changes to a course type over time, or to maintain multiple concurrent versions that differ, for example, in delivery mode or language.
You can group courses into categories. You can record the resources required to run a course and the competencies it is expected to provide learners.

**Step 23: Define Delivery Modes**

To each course you assign one of four types of delivery mode (online synchronous, offline synchronous, online asynchronous, or offline asynchronous). You must create one mode of each type you plan to use.

Use the Setup tab.

**Step 24: Create Categories**

Create at least one catalog category, to hold all of your business group's courses, offerings, classes, and learning paths.

*Best Practice:* Because your root-level category (the top category in the catalog) is tied directly to your business group, we recommend that you name your root category with the name of your business group.

Use the Catalog tab.

**Step 25: Create Courses**

Define courses that you (or other suppliers) make available to learners. You may enter some or all of these courses later.

Use the Catalog tab.

**Class and Enrollment Management**

**Class and Enrollment Statuses**

**Step 26: Create Enrollment Statuses**

OLM provides the following predefined enrollment status types:

- Requested
- Waitlisted
- Placed
- Attended
- Cancelled
- Pending Signature/Evaluation

You can define more than one enrollment status for each enrollment statuses type, but you can have one, and only *one*, default status for each type. OLM uses the default enrollment status to indicate the enrollment status for learners. Use the Enrollment
Statues page under the Setup tab.

If you are using the Evaluation functionality, then you can create a default enrollment status, for example, Pending Evaluation using the Pending Signature/Evaluation enrollment status type. For more information, see: Evaluation for Courses and Classes, *Oracle Learning Management User Guide*

If you are using the electronic records and electronic signatures (ERES) functionality, then you can create a default enrollment status, for example, Pending Signature using the Pending Signature/Evaluation enrollment status type. For more information, see: Electronic Records and Electronic Signatures (ERES) in OLM, *Oracle Learning Management User Guide*

If you are using both the Evaluation and electronic records and electronic features, then you create a default enrollment status, for example Pending Signature and Evaluation using the Pending Signature/Evaluation enrollment status type.

*Best Practice*: Because considerable functionality underlies each enrollment status, be sure that your names for each status do not depart too much from the original meaning.


**Automatic Waitlisting**

**Step 27: Create Booking Priorities**

If you have not created your booking priorities already, define booking priorities as values for the Lookup Type PRIORITY_LEVEL (under application Oracle Human Resources). OLM uses the actual codes to define the booking priority, so you need to enter numbers, rather than characters, as the lookup codes. The smaller the number, the higher the priority.

The following table offers suggested values:

<table>
<thead>
<tr>
<th>Booking Priority</th>
<th>Booking Priority Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Very High</td>
</tr>
<tr>
<td>2</td>
<td>Moderate</td>
</tr>
<tr>
<td>3</td>
<td>Low</td>
</tr>
<tr>
<td>4</td>
<td>Very Low</td>
</tr>
</tbody>
</table>

Use the Application Utilities Lookups window.

See Adding Lookup Types and Values, *Oracle Learning Management User Guide*
Step 28: Set Up Enrollment Justifications

Set up justifications that learners, managers, and administrators can use to determine the order to use in filling vacancies from the waiting list. You must connect each justification to a priority level.

Use the Enrollment Justifications page under the Setup tab.

See Priority Levels and Justifications, *Oracle Learning Management User Guide*

Step 29: Define Automatic Waitlist Enrollments Profile Options and Concurrent Program

Define values for the profile options to activate automatic waitlisting. For example, identify the enrollment statuses assigned to classes for automatic waitlist enrollments, or which criterion takes priority on the waitlist.

Use the System Profile Options window.


To view definitions of the OLM profile options, see Profile Options, *Oracle Learning Management User Guide*

To trigger automatic enrollments off the waitlist, you must set the Cancel Enrollment concurrent program to run frequently, as often as every five to ten minutes all day, every day.

Use the Submit a New Request window (select Submit Report under Reports and Other Requests).

Step 30: Set Learning Path Reminder Concurrent Programs to Run Regularly *Required Step*

To send learning path completion target reminders to subscribers, you must set two concurrent programs--Send Learning Path Completion Target Notifications and Send Learning Path Component Completion Target Notifications--to run regularly, at least once a day.

Use the Submit a New Request window (select Submit Report under Reports and Other Requests).

**Learners and Training Managers**

Step 31: Enter Learners and Training Managers

To enter your learners and training managers:

- Enter your employees so you can enroll them as learners. Use the HR People window.

- Enter learners as customer contacts if external learners also attend your classes. You can use the Customers window, or you can enter learners directly from the Enrollments window as you enter enrollments.
• Enter training managers as employees or external person types. Use the HR People window. You can then associate training managers with training courses.

**Step 32: Set the Process Mandatory Enrollments Program Required Step**

To process mandatory enrollments for a class, you must set the Process Mandatory Enrollments Program to run frequently as required. This program verifies mandatory enrollments and enrolls new learners who meet the enrollment criteria.

Use the Submit Request window (select Submit Report under Reports and Other Requests) to schedule or run the program.

See: Learner Access, Oracle Learning Management User Guide

See: Running the Process Mandatory Enrollments Program, Oracle Learning Management User Guide

**Step 33: Enable the Export of Class Schedules Optional Step**

Learners and instructors can export class schedule details such as class time, class start and end dates to the calendar application that they use. Using the Personalization function, you can enable the Export feature on the following pages to help users download class schedules to their calendar application:

• Instructor Home

• Learner Home

• Enrollment Notification

For information on how to configure the Export feature, refer to this note on My Oracle Support: Configuring the iCalendar Export Feature in Oracle HRMS Applications, Note ID: 761563.1

**Content Management**

**Step 34: Set Up Content Servers Optional Step**

Defining a content server is not mandatory. OLM can play content associated with any URL, which can refer to a third-party web server, or your own web server, inside or outside a firewall.

However, the additional step of defining one or more content servers within OLM enables learning administrators to transfer content files to the server through the OLM interface, with no requirement for an ftp server, using the Upload and Import utilities.

To define a content server, you must set up a servlet container, such as Apache and ApacheJserv, and then register the content server in OLM.

**Important:** Oracle recommends that you install content servers only on
an Apache or Oracle Application Server installation outside your Oracle E-Business Suite installation.

To use a content server protocol other than ftp, http, or https, you must add the new protocol value to the Content Server Protocol Types lookup.

**Note:** OLM does not support secure servers.

See Content Servers, *Oracle Learning Management User Guide*

For more information, see: *Oracle Learning Management Content Server setup on Oracle 10gAS - Release 12* an Oracle white paper on My Oracle Support note: 427311.1

**Step 35: Install SCORM Adapters Optional Step**

To enable SCORM-compliant content to communicate correctly with OLM, you must install and register one or more SCORM adapters, to handle the SCORM CMI calls in your content.

See SCORM Adapters, *Oracle Learning Management User Guide*

For more information, see: *Deploying e-Learning Content on Oracle Learning Management*, an Oracle white Paper on My Oracle Support, note id: 308703.1

**Step 36: Set Up Online Player Optional Step**

To keep the online player session alive for a certain period, without timing out, you should set the OTA_PLAYER_TIMEOUT_MINUTES and OTA_PLAYER_PING_INTERVAL profile values.

Use the System Profile Options window.


To view definitions of the OLM profile options, see Profile Options, *Oracle Learning Management User Guide*

You must grant permissions in your Java Policy file to enable learners to play SCORM courses and log the SCORM debugging information that appears in the Java console to their local files, using Netscape 7, IE 6+, Mozilla, and Firefox browsers. See Online Player Setup, *Oracle Learning Management User Guide*

**Step 37: Set Up Conference Servers Optional Step**

You must set up a conference server to deliver online synchronous classes. A conference server integrates your application with Oracle Web Conferencing (OWC). Using this integration, you can deliver online synchronous classes as Web conferences.

Use the Setup page to create a conference server. To set up a conference server, you must specify the server URL, which OLM uses to make appropriate calls to OWC. and
the Site ID and the Authentication Token, which are authentication parameters to connect to the OWC server. You can obtain these values from the OWC administrator.

Pricing and Financial Relationships

You enter each financial transaction with a customer or supplier as a finance line. Each finance line belongs to a finance header, which holds the payment currency and the name, address, and contact information for the customer or supplier.

If you want to use these finance headers to trigger the creation of invoices and payments in your financial system, you must design an interface to transfer the information you require between OLM and your financial system. See Define Interface to Financials Systems, page 1-21

Financial Information

Step 38: Create Alternative Financial Implementation

If you do not run Oracle Financials, you must undertake the implementation steps detailed in the Alternative Financial Implementation Steps. If you already run Oracle Financials, the data you require is already set up for you.

Step 39: Define New Finance Line Types

OLM predefines three finance line types: enrollment charge, prepurchase charge, and supplier payment. You can define additional types (such as accommodation charges) as values for the lookup type FINANCE_LINE_TYPE.

Use the Application Utilities Lookups window.

See Adding Lookup Types and Values, Oracle Learning Management User Guide

Step 40: Define Interface to Financials System

You can design an interface to transfer finance headers and lines to your payables and receivables systems. This interface can check the following information, held in OLM, to decide whether to transfer a finance header or line, according to your own business rules:

- The status of the header (for example, Awaiting Transfer)
- The status of individual finance lines on the header
- The type of finance header (Payable, Receivable, Cost Transfer, or Cancellation) and the subtype for Receivable headers:
  - Standard, meaning an invoice should be issued after the class
  - Prepayment, meaning an invoice should be issued before the class
  - Prepurchase Payment, meaning an invoice should be issued immediately for
unspecified enrollments

- Prepurchase Use, meaning no invoice should be issued because the enrollment cost is being deducted from a prepurchase payment
- The cancellation flag on a header or line
- The authorization flag on a header
- The header payment method
- Any other information you have defined in the Additional Finance Information descriptive flexfield

Your interface can return the following information to OLM:

- The status of the header (Successful Transfer or Unsuccessful Transfer)
- An external reference, date, message, and a paid flag

When a header has the status Successful Transfer, it cannot be updated within OLM. However, you can cancel it (or individual finance lines) and issue a new header to supersede it.

**Step 41: Set Up Cross-Charging**

If you plan to debit cost centers for internal classes, you must enable cross-charging. Setting up cross-charging of enrollments takes three steps:

1. Map accounting fields between OLM and General Ledger.
   See Setting Up Cross-Charge Accounting, *Oracle Learning Management User Guide*

2. Set up the Create Cross Charging GL Lines for Transfer concurrent process.

3. Set up the Create Journal Entries process in GL.

   **Note:** For OLM to transfer the costs, the Oracle GL application must contain the Journal Import source Transfer.

If you do not use Oracle GL, you can still set up a flexible Chart of Accounts and enter your transactions against it using the Finance Headers window. You transfer the finance headers and lines through the Open Interface tables, and import the data into the General Ledger of choice. You run the Journal Import Concurrent Program to import the data into Oracle General Ledger.

Use the Submit a New Request window (accessed from the Submit Report item in the navigator).
Step 42: Create Finance Headers

To record a monetary amount against an enrollment or a resource booking, you must select a finance header. You can create the finance header when you enter the enrollment or booking.

However, you may be recording internal monetary transfer amounts for budgeting or costing purposes only. In this case, you might decide to create, during implementation, one default receivable finance header and one payable header for all your finance lines.

Use the Finance Headers window.

See Creating a Finance Header, Oracle Learning Management User Guide

Pricing Information

Step 43: Define Price Lists

A price list is a catalog of courses and the prices at which they are available between certain dates. You can define any number of price lists—for example, for different seasons or for different course types (perhaps targeting different audiences).

Administrators can select a standard price from a price list when they schedule classes.

Use the Price Lists window.

See Creating a Price List, Oracle Learning Management User Guide

Reports, Letters, and Folders

You can configure standard reports, write new reports, create letters, and create folders.

Step 44: Use Standard Reports or Write New Reports

OLM includes several standard reports, written using Oracle Reports and registered as concurrent programs with the Standard Requests Submission (SRS) feature of Oracle Applications.

You can use these reports or write your own reports and register these as additional reports that users can request from the Submit a New Request window.

If you run Oracle Discoverer, you can choose from a number of ready-to-use reports.

Step 45: Register Reports as Concurrent Programs

After you have written your new reports and saved them in the correct subdirectory, you must register the report as a concurrent program. You also register the parameters that users can submit with the report. For example, you may have written a report to display personal details and you want to limit the output to include one person at a time.

Use the Concurrent Programs window.
See Concurrent Programs Window, Oracle E-Business Suite System Administrator’s Guide - Configuration

**Step 46: Define Report Sets**
You can define sets of reports:

- To restrict user access to specific reports
  
  A set of reports can be linked to a responsibility.

- To simplify requesting a report
  
  You can run a report set in one request, rather than requesting each report one by one.

Use the Request Set window.

See Defining Request Sets, Oracle E-Business Suite System Administrator’s Guide - Configuration

**Standard Letters**

**Step 47: Configure XML Reports, if required**

OLM provides the following predefined XML reports to report on certifications, chats, forums, and course evaluation:

- OLM Forum Report
- OLM Chat Report
- OLM Certification Report
- OLM Course Evaluation Report
- OLM Learning Path Report

You can customize the XML reports using the supplied data definition source files and sample RTF templates. Use Oracle XML Publisher to customize reports.

See: Customizing Report Templates, page 1-58

**Step 48: Generate Letters Using Web Application Desktop Integrator (Web ADI)**

You can also use the HRMS Web Application Desktop Integrator (Web ADI) to generate form letters you can send to learners.

See Data Download and Upload Using Web ADI Overview, Oracle HRMS Configuring, Reporting, and System Administration Guide

**Folders**

OLM includes several folder windows:
• Resources Booked
• Customers Summary
• Suppliers Summary

You can define standard folders in each of these windows, and you can choose which users can create their own customized folders.

**Step 49: Define Standard Folders**

Each of the folder windows includes a supplied default folder that displays all records and a subset of the available fields. You can adapt these folders to create one or more folders in each window, with your choice of:

• Fields and field labels
• Records, defined by a query
• Record sorting, using up to three sort fields
• Field formatting, including column order and width

Each folder is either private to one user or available to all users who have access to the window. You must select a default folder for each window.

See Customizing the Presentation of Data in a Folder, *Oracle E-Business Suite System Administrator’s Guide - Configuration*

**Step 50: Enable or Disable User Folder Customization**

If you want users to be able to define their own customized folders, set the user profile option Flexview: Allow Customization to Yes.

Use the System Profile Values window.


**Security**

Setting up security is normally a task for your System Administrator.

Each user accesses OLM through a responsibility, such as Learning Administrator or Oracle Learning Management Administrator. The responsibility controls:

• The windows the user can access
• Whether the user can add and edit data, or only view it
• Whether the user has access to all the regions and fields on a window
The reports the user can run

See: OLM Roles, Permission Sets, and Permissions, page 1-36

Step 51: Disable the Multiple Forms Feature
In most Oracle Applications, you can open multiple windows from the Navigator window without closing the window you already have open. HRMS, however, does not support Multiform functionality.

**Note:** You must disable this feature on menu structures that access Oracle HRMS windows.

See Disabling Multiple Forms, Oracle HRMS Configuring, Reporting, and System Administration Guide

Step 52: Define Menu Functions
Menus are composed of submenus and form functions. All Oracle Applications include default functions and menus to give you access to all of the available windows.

**Note:** You should not modify the default functions and menus supplied with the applications. Any upgrades overwrite these defaults.

Use the Form Functions window.
See Defining Menu Functions, Oracle HRMS Configuring, Reporting, and System Administration Guide

Step 53: Define Menus
The default menu gives you access to all of the supplied submenus and functions. If you want to rearrange the menus and add submenus for new functions you have defined, you should create your own menu.

Use the Menus window.

**Note:** The default menus do not include access to an HR Organization Hierarchy window. Depending on your choice of local or global business group, you should add either the Global or the Local Organization Hierarchy window.

See Defining Menus, Oracle HRMS Configuring, Reporting, and System Administration Guide

Step 54: Set Up Financial Security
Set up financial security if you want to restrict who can enter, update, and delete financial information.
Use the Menus window.


**Enrollment Security**

**Step 55: Set Up Enrollment Status Security**

You can prevent users of a responsibility from entering or updating enrollments with selected enrollment statuses. Use the Define Enrollment Status Exclusions window to select the responsibility and the enrollment statuses that users of this responsibility cannot select.

Use the Define Enrollment Status Exclusions window.


**User Security**

**Step 56: Configure Role-Based Access Control (RBAC) Optional Step**

OLM delivers a variety of roles, permissions, and permission sets that you can use to grant administrators and other users their ability to view and edit various functions.

For general information regarding RBAC, see Role Based Access Control (RBAC), *Oracle E-Business Suite System Administrator’s Guide - Security*

To configure RBAC, see Creating and Updating Roles, *Oracle E-Business Suite System Administrator’s Guide - Security*

**Step 57: Configure HR Security Optional Step**

To control administrators’ ability to view and select learners outside of specified organizations, you can implement the HRMS Security Groups Enabled security model. If you (or your HR implementation) choose not to enable security groups, each administrator can view and select only learners from within their top-level organization, usually their business group.


**Step 58: Define Report Security Groups**

You can define the groups of standard reports and processes that a user can run from the Submit Requests window. Each responsibility can access one report group.

Use the Request Groups window.


**Step 59: Define Responsibilities**

Define responsibilities to bring together all of your security definitions: a data group, a main menu, and a report security group. You can exclude particular submenus or
functions of the main menu to hide them from users of this responsibility.

OLM already delivers several predefined responsibilities. To modify these responsibilities, you should copy them and use the copies.

Use the Responsibilities window.


**Step 60: Establish Organization Security**

Set up organization security to enable only those users who belong to the sponsoring organization to update and delete classes, to enroll learners in those classes, and to update the enrollment.


**Step 61: Define Every User of the Application**

You should define every user of the application with a unique username and password. You can give the same responsibility to many different users, but any data changes are then associated with the Application username.

Use the Users window.


**Step 62: Associate Employees to Usernames**

If you use Oracle HR and want to restrict who can update or delete certain classes, you must create one FND_USER for every employee who uses OLM. The user can update or delete only those classes that his or her organization administers. This security applies both to the class itself and to all enrollments in the class.

To associate an employee with a user name, enter the employee’s user name in the User Name field then select the employee from the list in the Employee field.

Use the Users window.


**Profile Options**

**Step 63: Define Profile Options**

You must define the HR:Business Group profile option for every new responsibility. The default value is the setup Business Group.

In addition, you may want to set other profile options for responsibilities or even for an individual user.

Use the System Profile Values window.

Step 64: Define OLM Project Accounting Integration

If you are integrating OLM with Project Accounting, you need to enter Yes for the OTA PA Integration profile option.

Use the System Profile Options window.

See System Profile Values Window, Oracle E-Business Suite System Administrator’s Guide - Security

To view definitions of the OLM profile options, see Profile Options, Oracle Learning Management User Guide

Self-Service Enrollment and OLM

To support self-service enrollments for managers and workers, you need to set several profile options.

The Self-Service HR implementation guide includes all generic self-service setup steps.

See Implementation Steps (SSHR), Oracle HRMS Implementation Guide

Step 65: Set Up Automatic Finance Transfer

To enable OLM to create finance headers and lines automatically, you must set the OTA: SS Automatic Creation of Finance Headers and Lines profile to Yes.

To enable OLM to process these automatically created finance headers and lines, you must set the OTA: Automatic Finance Header Approval profile to Yes.

To enable the automatic transfer of finance headers to GL, you must set the OTA: SS Automatic Transfer to GL profile to Yes.

See Profile Options, Oracle Learning Management User Guide

Step 66: Set Up Automatic Waitlisting

If you have not already done so, you must enable automatic waitlisting by setting several profile options:

- OTA: Activate Automatic Waitlist Enrollments
- OTA: Automatic Waitlist Enrollment Default Booking Status
- OTA: Automatic Waitlist Enrollments: Hours Prior To Class
- OTA: Waitlist Sorting Criteria

See Profile Options, Oracle Learning Management User Guide
Step 67: Set Up Other Self-Service Profiles

If you have not already done so, you must set several other profile options. Note that some profiles are optional.

- OTA: Automatic Creation of Finance Headers and Lines
- OTA: Automatic Finance Header Approval
- OTA: Automatic Transfer to GL
- OTA: Minimum Hours to Cancel for Free
- OTA: Read-only Enrollment Message

See Profile Options, *Oracle Learning Management User Guide*

Step 68: Configure Enrollment Workflow Approval *Optional Step*

By default, OLM uses dynamic workflow to govern class enrollments. To use standard workflow or to disable workflow entirely, use the Form Functions window. Perform the following steps:

- Query the function OTA_LEARNER_HOME_SS, and set the &pApprovalMode parameter to "Y" (to use standard workflow), "N" (to disable workflow), or "YD" (to re-enable dynamic approval).

- Query the function OTA_LEARNER_HOME_PARMS, and set the &pApprovalMode parameter to "Y" (to use standard workflow), "N" (to disable workflow), or "YD" (to re-enable dynamic approval).

See Workflow Notifications, *Oracle Learning Management User Guide*

Step 69: Display the Oracle Approvals Management (AME) Review Region in the OLM Transaction Review Page *Optional Step*

Oracle Approvals Management (AME) is a web-based application that is integrated with Oracle Workflow and enables you to define business rules to control your approvals processes.

You can display the AME review region in the Review page of the following OLM transactions and use AME’s Dynamic approvals feature.

- **Learners request enrollment**
  
  Set the pAMETranType=OTA parameter to the OTA_LEARNER_HOME_SS (Enroll in Learning) function. You can select any one of the values for the pApprovalMode parameter:
Implementing Oracle Learning Management

- **Learners subscribe to certification**

  Set the `pAMETranType=OTA` parameter to the `OTA_LEARNER_HOME_SS` (Enroll in Learning) function. You can select any one of the values for the `pApprovalMode` parameter:

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Parameter</th>
<th>Parameter</th>
</tr>
</thead>
<tbody>
<tr>
<td><code>pCertApprovalMode=YD</code></td>
<td><code>pCertApprovalMode=Y</code></td>
<td><code>pCertApprovalMode=N</code></td>
</tr>
<tr>
<td>The Review page displays the AME Approval Region with Add Adhoc Approver section.</td>
<td>The Review page displays the AME Approval Region without the Add Adhoc Approver section.</td>
<td>Indicates that there is no approval process and it is self subscription.</td>
</tr>
</tbody>
</table>

  If the `pAMETranType` parameter is not set to any value, the Review page displays the SSHR review region.

  To meet your business needs, you can add additional rules, conditions, or attributes within the delivered Learning Management (OTA) transaction type, or you can define a custom transaction type. For more information on configuring AME rules, conditions, and attributes, see: *Oracle Approvals Management Implementation Guide*

**Note**

To support external approvers (people with Person Type of Contact) and Oracle Applications (FND) users as approvers for certain transactions, OLM uses the Notification Process for Approvers and Notifiers (HR_NOTIFICATION_PRC) workflow process for the following OLM processes:

- Class Enrollment (`OTA_LNR_TRNG_APPROVAL_JSP_PRC`)
- Certification Subscription (`OTA_CERT_APPROVAL_JSP_PRC`)
- External Learning (`OTA_EXT_LRNG_JSP_PRC`)
- Competency Update (`OTA_COMPETENCE_UPDATE_JSP_PRC`)
These processes are delivered with the HRSSA workflow item.

**Step 70: Display Details of Approved or Rejected Transactions in FYI Notifications**  
*Optional Step*

Notification recipients can view transaction changes on the FYI Notification page after the following transactions are either rejected or approved:

- Learner's enrollment in a class
  
  For example, a learner can view class details in the FYI notification after a manager approves the learner’s enrollment in class.

- Learner’s enrollment in external learning

- Updates to a learner’s competencies

- Learner subscription to certification

To enable recipients to view details on the FYI Notification page, set the `pFyiNtfDetails` parameter to Y for the OTA_LEARNER_HOME_SS (Enroll in Learning) function.

If the `pFyiNtfDetails` parameter is set to Y, then learners receive the FYI notification from Oracle SSHR instead of OLM. This FYI notification contains all the details.

**Step 71: Configure Automatic Competency Profile Update**  
*Optional Step*

You can choose to enable and configure automatic updates to a learner’s competency profile.

See Configuring Competency Update Automation, *Oracle Learning Management User Guide*

**Step 72: Calculate the End Dates of Learner Competencies Automatically**

When defining a competency in Oracle HRMS, users can specify the Renewal Period and Unit fields to indicate when the competency must be reassessed. In OLM, administrators can configure the application to update, automatically or with approval, learners’ personal competency profiles after they have completed classes successfully.

When a learner completes a course that has competencies defined with renewal period and renewal period unit, OLM uses the renewal information (renewal period and renewal period unit) to calculate the end date of the learner’s competencies. Set the OTA: Allow Competency Update with Renewal Period profile option to use the renewal period and units information to automatically calculate end date of learners competencies.

*Note:* OLM calculates end dates only if you use the predefined values that Oracle delivers for the Frequency lookup. The Renewal Period field uses the Frequency lookup values. If you use custom values to populate the Renewal Period, then the end date will be blank or not populated.
Step 73: Define the Name Format in Notifications  
Optional Step
Define the way a person's name appears in your workflow notifications.
See User Profiles, Oracle HRMS Configuring, Reporting, and System Administration Guide

Audit Requirements

Step 74: Estimate File Sizing and Management Needs
Auditing the actions of users records all transaction details, including 'before' and 'after' details as well as who made the change and when.
With one significant exception, enabling Audit does not noticeably decrease the performance of the system. Users will not be aware of any extra delay in committing their transactions.

However, in normal use the auditing of data can soon generate large volumes of audit data that, even when stored in a compressed format, will continue to grow in size until you reach the limits imposed by your environment. If you reach the limits during active use then users will be unable to use the system until you remedy the problem.
You are strongly advised to consider the scope of your audit activities and how you will use the data you accumulate. You should also consider how often you will report on the audit data, and when you will archive and purge your audit data.
If you need more advice you should contact your Oracle Support representative.

Step 75: Define Audit Installations
If you have installed more than one Oracle Application you can audit across multiple installations. For OLM you should enable auditing for the OLM user and the APPLSYS user.
Use the Audit Installations window.
See Audit Installations Window, Oracle E-Business Suite System Administrator’s Guide - Security

Step 76: Define Audit Tables and Columns
You can define the level of audit detail, including the individual fields of each record that you want to audit.
Use the Audit Tables window.
See Audit Tables Window, Oracle E-Business Suite System Administrator’s Guide - Security

Step 77: Define Audit Groups
You can define one or more Audit Groups. You might find this useful if you have more than one Oracle Application installed.
Use the Audit Groups window.
See Audit Groups Window, *Oracle E-Business Suite System Administrator’s Guide - Security*

**Step 78: Activate AuditTrail Update Tables Process**

To start the AuditTrail activity you must submit the *Activate AuditTrail Update Tables Process*.

Use the Submit Requests window.


**Electronic Signatures and Electronic Signature Records in OLM**

**Step 79: Enable the Electronic Signatures and Electronic Records (ERES) Functionality in OLM Optional Step**

Oracle E-Records is a configurable framework for secure capture, storage, inquiry, and printing of electronic records and electronic signatures (ERES) in compliance with government regulations.

OLM uses the electronic records and electronic signatures (ERES) functionality of Oracle E-Records to enable organizations meet legislative compliance, such as the United States Food and Drug Administration (US FDA) Code of Federal Regulations (CFR) Title 21 Part 11, otherwise known as 21 CFR Part 11.

Using the electronic records and electronic signatures functionality, you can obtain electronic signatures for the following business transactions:

- Administrator updates a course description.
- Administrator or instructor changes the enrollment status of a learner.
- Learner completes a course.

You can use the Oracle E-Records Evidence Store to query electronic records and esignatures.

See: Setting up the Electronic Signatures and Electronic Records (ERES) Functionality in OLM, page 1-60

**Online Help Configuration**

**Step 80: Configure Oracle Applications Help**

Oracle Applications Help for OLM defaults to Global help, but you can associate a responsibility with a set of help files for a localization, such as US or UK, or for a verticalization such as Oracle Federal HRMS. You do this by setting the user profile `Help_Localization_Code`.

See User Profiles, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

In addition to associating a responsibility with a localization or a verticalization you can
also specify that a particular responsibility should have access to a customized subset of the localized or verticalized help files.

See Customizing Oracle Applications Help, Oracle E-Business Suite System Administrator’s Guide - Configuration

**Oracle Order Management for OLM**

OLM linkage with Oracle Order Management (OM) enables training service providers to manage the ordering and pricing of classes through a standard interface. Providers use the OM interface to manage the class inventory, enrollment, and invoicing processes for external customers. OM generates invoices and bills the customers through its interface with Oracle Accounts Receivable.

OLM-specific setup steps appear here and are detailed in Using OLM with OM, Oracle Learning Management User Guide. For generic OM, Advanced Pricing, and Inventory setup steps, consult the user guides or online help for those products.

**Step 81: Set Up OM for OLM**

For OM to recognize OLM courses, you must set up an OLM-specific Unit-of-Measure Class and two Units of Measure (UOMs). To transfer financial information to Accounts Receivable, you must set up OLM-specific transaction types. If you want to enable direct access from the OLM Enrollment Details window to the OM Sales Order window, you must add two form functions to the OLM menu of the responsibility to which you wish to grant access.

Use the UOM Classes and Define Transaction Types windows.

See Setting up Order Management for OLM, Oracle Learning Management User Guide

**Step 82: Place Courses in Inventory**

Once you have created the OLM Units of Measure, you enter courses as items in Oracle Inventory, which you can access directly through OM.

See Placing Items in Inventory, Oracle Learning Management User Guide

**Step 83: Set Up Price Lists and Formulas**

Oracle Advanced Pricing requires you to set up price lists and pricing formulas. As a prerequisite, you must set up (or verify) an Oracle Pricing descriptive flexfield.

See Creating Price Lists for OLM Classes, Oracle Learning Management User Guide

For additional instructions, see Overview of Price Lists, Oracle Pricing User Guide and Overview of Formulas, Oracle Pricing User Guide

**Step 84: Link inventoried courses to OLM**

Once you have inventoried and priced training items in OM, you link them to OLM.

Use the OLM Legacy Courses window.
OLM Roles, Permission Sets, and Permissions

This topic describes the supplied Oracle Learning Management roles, permissions, permission sets, menus, and grants.

Step 1: Configuring Role-Based Access Control for OLM Required Step

To configure Role-Based Access Control for OLM effectively, you must be aware of the following issues:

- You must not change the supplied roles themselves; copy them and use the copies
- You must not change the Role Code prefix of UMX| (including the "pipe" character)
- Never grant a role direct access to permissions; always use permission sets
- As other Oracle Applications in your enterprise may use RBAC, it is a good idea to prefix your grants and sets with OLM or some other unique identifier
- You must not combine function security (menu access) and data security (view and edit capability) in the same permission set

Roles

The following roles are supplied under application "Learning Management" and role category of "Training":

<table>
<thead>
<tr>
<th>Role Code</th>
<th>Display Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>UMX</td>
<td>OTA_LRNG_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_AST_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_CTG_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_CNT_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_ENR_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_FIN_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_INS_UPD_ENR</td>
</tr>
<tr>
<td>Role Code</td>
<td>Display Name</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_RES_ADMIN</td>
</tr>
<tr>
<td>UMX</td>
<td>OTA_LRNG_STP_ADMIN</td>
</tr>
</tbody>
</table>

**Permissions**

The following permissions are form functions of the type “Subfunction”:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Function</th>
<th>User Function Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>OTA_CTG_CREATE</td>
<td>Create Category</td>
<td>Permission for creating categories.</td>
</tr>
<tr>
<td>2</td>
<td>OTA_CTG_DELETE</td>
<td>Delete Category</td>
<td>Permission for deleting categories.</td>
</tr>
<tr>
<td>3</td>
<td>OTA_CTG_UPDATE</td>
<td>Update Category</td>
<td>Permission for updating categories.</td>
</tr>
<tr>
<td>4</td>
<td>OTA_CTG_VIEW</td>
<td>View All Categories</td>
<td>Permission for viewing categories.</td>
</tr>
<tr>
<td>5</td>
<td>OTA_ACT_CREATE</td>
<td>Create Course</td>
<td>Permission for creating courses.</td>
</tr>
<tr>
<td>6</td>
<td>OTA_ACT_DELETE</td>
<td>Delete Course</td>
<td>Permission for deleting courses.</td>
</tr>
<tr>
<td>7</td>
<td>OTA_ACT_UPDATE</td>
<td>Update Course</td>
<td>Permission for updating courses.</td>
</tr>
<tr>
<td>8</td>
<td>OTA_ACT_VIEW</td>
<td>View Course</td>
<td>Permission for viewing courses.</td>
</tr>
<tr>
<td>9</td>
<td>OTA_ACT_GENERATE_URL</td>
<td>Course Generate Hyperlink</td>
<td>Permission for generating a url for courses.</td>
</tr>
<tr>
<td>10</td>
<td>OTA_OFF_CREATE</td>
<td>Create Offering</td>
<td>Permission for creating offerings.</td>
</tr>
<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
</tr>
<tr>
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<td>---------------------</td>
<td>----------------------------</td>
<td>-------------------------------------------------------</td>
</tr>
<tr>
<td>11</td>
<td>OTA_OFF_DELETE</td>
<td>Delete Offering</td>
<td>Permission for deleting offerings.</td>
</tr>
<tr>
<td>12</td>
<td>OTA_OFF_UPDATE</td>
<td>Update Offering</td>
<td>Permission for updating offerings.</td>
</tr>
<tr>
<td>13</td>
<td>OTA_OFF_VIEW</td>
<td>View Offering</td>
<td>Permission for viewing offerings.</td>
</tr>
<tr>
<td>14</td>
<td>OTA_OFF_GENERATE_URL</td>
<td>Offering Generate Hyperlink</td>
<td>Permission for generating a url for offerings.</td>
</tr>
<tr>
<td>15</td>
<td>OTA_EVT_CREATE</td>
<td>Create Class</td>
<td>Permission for creating classes.</td>
</tr>
<tr>
<td>16</td>
<td>OTA_EVT_DELETE</td>
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<td>Permission for deleting classes.</td>
</tr>
<tr>
<td>17</td>
<td>OTA_EVT_UPDATE</td>
<td>Update Class</td>
<td>Permission for updating classes.</td>
</tr>
<tr>
<td>18</td>
<td>OTA_EVT_VIEW</td>
<td>View Class</td>
<td>Permission for viewing classes.</td>
</tr>
<tr>
<td>19</td>
<td>OTA_EVT_GENERATE_URL</td>
<td>Class Generate Hyperlink</td>
<td>Permission for generating a url for classes.</td>
</tr>
<tr>
<td>20</td>
<td>OTA_SSN_CREATE</td>
<td>Create Session</td>
<td>Permission for creating sessions.</td>
</tr>
<tr>
<td>21</td>
<td>OTA_SSN_DELETE</td>
<td>Delete Session</td>
<td>Permission for deleting sessions.</td>
</tr>
<tr>
<td>22</td>
<td>OTA_SSN_UPDATE</td>
<td>Update Session</td>
<td>Permission for updating sessions.</td>
</tr>
<tr>
<td>23</td>
<td>OTA_SSN_VIEW</td>
<td>View Session</td>
<td>Permission for viewing sessions.</td>
</tr>
<tr>
<td>24</td>
<td>OTA_LPS_CREATE</td>
<td>Create Learning Path</td>
<td>Permission for creating learning paths.</td>
</tr>
<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
</tr>
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<td>--------------------------------------------------</td>
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<tr>
<td>25</td>
<td>OTA_LPS_DELETE</td>
<td>Delete Learning Path</td>
<td>Permission for deleting learning paths.</td>
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<tr>
<td>26</td>
<td>OTA_LPS_UPDATE</td>
<td>Update Learning Path</td>
<td>Permission for updating learning paths.</td>
</tr>
<tr>
<td>27</td>
<td>OTA_LPS_VIEW</td>
<td>View Learning Path</td>
<td>Permission for viewing learning paths.</td>
</tr>
<tr>
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<td>OTA_LOF_CREATE</td>
<td>Create Folder</td>
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</tr>
<tr>
<td>29</td>
<td>OTA_LOF_DELETE</td>
<td>Delete Folder</td>
<td>Permission for deleting folders.</td>
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<tr>
<td>30</td>
<td>OTA_LOF_UPDATE</td>
<td>Update Folder</td>
<td>Permission for updating folders.</td>
</tr>
<tr>
<td>31</td>
<td>OTA_LOF_VIEW</td>
<td>View All Folders</td>
<td>Permission for viewing folders.</td>
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<tr>
<td>32</td>
<td>OTA_LOF_IMPORT</td>
<td>Import Folder</td>
<td>Permission for importing folders.</td>
</tr>
<tr>
<td>33</td>
<td>OTA_LOF_EXPORT</td>
<td>Export Folder</td>
<td>Permission for exporting folders.</td>
</tr>
<tr>
<td>34</td>
<td>OTA_LOF_UPLOAD_FILE</td>
<td>Upload File for Folder</td>
<td>Permission to upload files for folders.</td>
</tr>
<tr>
<td>35</td>
<td>OTA_LOS_CREATE</td>
<td>Create Learning Object</td>
<td>Permission for creating learning objects.</td>
</tr>
<tr>
<td>36</td>
<td>OTA_LOS_DELETE</td>
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<td>Permission for deleting learning objects.</td>
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<tr>
<td>37</td>
<td>OTA_LOS_UPDATE</td>
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<td>Permission for updating learning objects.</td>
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<tr>
<td>38</td>
<td>OTA_LOS_VIEW</td>
<td>View Learning Object</td>
<td>Permission for viewing learning objects.</td>
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<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
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<tr>
<td>------</td>
<td>----------------------</td>
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<td>Import Learning Object</td>
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<tr>
<td>40</td>
<td>OTA_LOS_EXPORT</td>
<td>Export Learning Object</td>
<td>Permission for exporting learning objects.</td>
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<td>Upload File for Learning Object</td>
<td>Permission to upload files for learning objects.</td>
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<td>43</td>
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<td>Delete Question Bank</td>
<td>Permission to delete question banks.</td>
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<td>44</td>
<td>OTA_QBK_UPDATE</td>
<td>Update Question Bank</td>
<td>Permission to update question banks.</td>
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<td>45</td>
<td>OTA_QTI_LOAD</td>
<td>Load QTI</td>
<td>Permission to load QTI</td>
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<tr>
<td>46</td>
<td>OTA_SCORM_LOAD</td>
<td>Load SCORM</td>
<td>Permission to load SCORM</td>
</tr>
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<td>47</td>
<td>OTA_TST_CREATE</td>
<td>Create Test</td>
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<tr>
<td>48</td>
<td>OTA_TST_DELETE</td>
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<td>Permission for deleting tests.</td>
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<tr>
<td>49</td>
<td>OTA_TST_UPDATE</td>
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<td>Permission for updating tests.</td>
</tr>
<tr>
<td>50</td>
<td>OTA_TST_VIEW</td>
<td>View Test</td>
<td>Permission for viewing tests.</td>
</tr>
<tr>
<td>51</td>
<td>OTA_TST_IMPORT</td>
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<td>Permission for importing tests.</td>
</tr>
<tr>
<td>52</td>
<td>OTA_TST_EXPORT</td>
<td>Export Test</td>
<td>Permission for exporting tests.</td>
</tr>
<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
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<tr>
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<td>-------------------</td>
<td>----------------------</td>
<td>--------------------------------------------------</td>
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<td>53</td>
<td>OTA_TSR_CREATE</td>
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<tr>
<td>54</td>
<td>OTA_TSR_UPDATE</td>
<td>Update Resource</td>
<td>Permission for updating resources</td>
</tr>
<tr>
<td>55</td>
<td>OTA_TSR_DELETE</td>
<td>Delete Resource</td>
<td>Permission for deleting resources</td>
</tr>
<tr>
<td>56</td>
<td>OTA_TRB_CREATE</td>
<td>Create Resource Booking</td>
<td>Permission for creating resource booking</td>
</tr>
<tr>
<td>57</td>
<td>OTA_TRB_UPDATE</td>
<td>Update Resource Booking</td>
<td>Permission for updating resource booking</td>
</tr>
<tr>
<td>58</td>
<td>OTA_TRB_DELETE</td>
<td>Delete Resource Booking</td>
<td>Permission for deleting resource booking</td>
</tr>
<tr>
<td>59</td>
<td>OTA_TFH_CREATE</td>
<td>Create Finance</td>
<td>Permission for creating finance</td>
</tr>
<tr>
<td>60</td>
<td>OTA_TFH_UPDATE</td>
<td>Update Finance</td>
<td>Permission for updating finance</td>
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<tr>
<td>61</td>
<td>OTA_TFH_DELETE</td>
<td>Delete Finance</td>
<td>Permission for deleting finance</td>
</tr>
<tr>
<td>62</td>
<td>OTA_NHS_CREATE</td>
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<td>Permission for creating external learning</td>
</tr>
<tr>
<td>63</td>
<td>OTA_NHS_UPDATE</td>
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<td>Permission for updating external learning</td>
</tr>
<tr>
<td>64</td>
<td>OTA_NHS_DELETE</td>
<td>Delete External Learning</td>
<td>Permission for deleting external learning</td>
</tr>
<tr>
<td>65</td>
<td>OTA_CRT_VIEW</td>
<td>View Certification</td>
<td>Permission for viewing certifications</td>
</tr>
<tr>
<td>66</td>
<td>OTA_CRT_CREATE</td>
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<td>Permission for creating certifications</td>
</tr>
<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
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<tr>
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<td>67</td>
<td>OTA_CRT_UPDATE</td>
<td>Update Certification</td>
<td>Permission for updating certifications</td>
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<tr>
<td>68</td>
<td>OTA_CRT_DELETE</td>
<td>Delete Certification</td>
<td>Permission for deleting certifications</td>
</tr>
<tr>
<td>69</td>
<td>OTA_CFR_VIEW</td>
<td>View Category Forum</td>
<td>Permission for viewing category forums</td>
</tr>
<tr>
<td>70</td>
<td>OTA_CFR_CREATE</td>
<td>Create Category Forum</td>
<td>Permission for creating category forums</td>
</tr>
<tr>
<td>71</td>
<td>OTA_CFR_UPDATE</td>
<td>Update Category Forum</td>
<td>Permission for updating category forums</td>
</tr>
<tr>
<td>72</td>
<td>OTA_CFR_DELETE</td>
<td>Delete Category Forum</td>
<td>Permission for deleting category forums</td>
</tr>
<tr>
<td>73</td>
<td>OTA_CCH_VIEW</td>
<td>View Category Chat</td>
<td>Permission for viewing category chats</td>
</tr>
<tr>
<td>74</td>
<td>OTA_CCH_CREATE</td>
<td>Create Category Chat</td>
<td>Permission for creating category chats</td>
</tr>
<tr>
<td>75</td>
<td>OTA_CCH_UPDATE</td>
<td>Update Category Chat</td>
<td>Permission for updating category chats</td>
</tr>
<tr>
<td>76</td>
<td>OTA_CCH_DELETE</td>
<td>Delete Category Chat</td>
<td>Permission for deleting category chats</td>
</tr>
<tr>
<td>77</td>
<td>OTA_EFR_VIEW</td>
<td>View Category Forum</td>
<td>Permission for viewing category forums</td>
</tr>
<tr>
<td>78</td>
<td>OTA_EFR_CREATE</td>
<td>Create Category Forum</td>
<td>Permission for creating category forums</td>
</tr>
<tr>
<td>79</td>
<td>OTA_EFR_UPDATE</td>
<td>Update Category Forum</td>
<td>Permission for updating category forums</td>
</tr>
<tr>
<td>80</td>
<td>OTA_EFR_DELETE</td>
<td>Delete Category Forum</td>
<td>Permission for deleting category forums</td>
</tr>
<tr>
<td>S.No</td>
<td>Function</td>
<td>User Function Name</td>
<td>Description</td>
</tr>
<tr>
<td>------</td>
<td>-------------------</td>
<td>----------------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>81</td>
<td>OTA_ECH_VIEW</td>
<td>View Class Chat</td>
<td>Permission for viewing class chats</td>
</tr>
<tr>
<td>82</td>
<td>OTA_ECH_CREATE</td>
<td>Create Class Chat</td>
<td>Permission for creating class chats</td>
</tr>
<tr>
<td>83</td>
<td>OTA_ECH_UPDATE</td>
<td>Update Class Chat</td>
<td>Permission for updating class chats</td>
</tr>
<tr>
<td>84</td>
<td>OTA_ECH_DELETE</td>
<td>Delete Class Chat</td>
<td>Permission for deleting class chats</td>
</tr>
<tr>
<td>85</td>
<td>OTA_ENR_BULK</td>
<td>Bulk Enrollment</td>
<td>Permission to do bulk enrollments</td>
</tr>
<tr>
<td>86</td>
<td>OTA_ENR_CREATE</td>
<td>Create Enrollment</td>
<td>Permission to create enrollments</td>
</tr>
<tr>
<td>87</td>
<td>OTA_ENR_DELETE</td>
<td>Delete Enrollment</td>
<td>Permission to delete enrollments</td>
</tr>
<tr>
<td>88</td>
<td>OTA_ENR_UPDATE</td>
<td>Update Enrollment</td>
<td>Permission to update enrollments</td>
</tr>
<tr>
<td>89</td>
<td>OTA_INSTR_ENR_UPDATE</td>
<td>Instructor Update Enrollment</td>
<td>Permission for allowing instructors to update class enrollments</td>
</tr>
<tr>
<td>90</td>
<td>OTA_SRH_VIEW</td>
<td>View Supplemental Resource Booking</td>
<td>Permission to view supplemental resource bookings</td>
</tr>
</tbody>
</table>

**Menus**

Menus are available for consolidating permissions on objects as well as for providing access to functions. Permission Sets and Function Sets are created as menus of type Data Security.

The two types of menus for security are:

- One containing permissions (actions that can be performed on an object). The menu name follows the convention: **OTA_<action/object>_DS**
  
  Data security policies are applied to this permission set when the grant is being
created for the role. For this reason, it is imperative that the permissions belong to one single object type. For example, the View Category permission cannot be in the same permission set as View Course Permission, or data security policies applied to categories do not work.

- The UIs/pages that are accessible to the user. This menu uses the following conventions:
  
  Menu Name: OTA_<action/object>_UI
  
  User Menu Name: <menu name> UIs

Thus separate grants have been (and must be) created for the UI menus and Permission set menus.

**OTA_ADMIN_TOP_MENU**

<table>
<thead>
<tr>
<th>Prompt</th>
<th>Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catalog Administration</td>
<td>Catalog Administration</td>
</tr>
<tr>
<td>Resources</td>
<td>List of Resource Definitions</td>
</tr>
<tr>
<td>Resource Bookings</td>
<td>List of All Resource Bookings</td>
</tr>
<tr>
<td>Learner Enrollments and Subscriptions</td>
<td>List of Learner Enrollments</td>
</tr>
<tr>
<td>Learning History</td>
<td>List of External Learnings</td>
</tr>
<tr>
<td>Content Administration</td>
<td>Content Administration</td>
</tr>
<tr>
<td>Cost Transfer Finance Headers</td>
<td>List of Finance Headers</td>
</tr>
<tr>
<td>Setup Administration</td>
<td>Setup Administration List</td>
</tr>
</tbody>
</table>

**OTA_ILEARNING_ADMIN_TOP_MENU**

<table>
<thead>
<tr>
<th>Prompt</th>
<th>Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catalog Administration</td>
<td>Catalog Administration</td>
</tr>
<tr>
<td>Resources</td>
<td>List of Resource Definitions</td>
</tr>
<tr>
<td>Resource Bookings</td>
<td>List of All Resource Bookings</td>
</tr>
<tr>
<td>Prompt</td>
<td>Function</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Learner Enrollments and Subscriptions</td>
<td>List of Learner Enrollments</td>
</tr>
<tr>
<td>Learning History</td>
<td>List of External Learnings</td>
</tr>
<tr>
<td>Content Administration</td>
<td>Content Administration</td>
</tr>
<tr>
<td>Cost Transfer Finance Headers</td>
<td>List of Finance Headers</td>
</tr>
<tr>
<td>Setup Administration</td>
<td>Setup Administration List</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Prompt</th>
<th>Menu</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollments</td>
<td>Manage Learning Management Enrollment Forms UIs</td>
</tr>
<tr>
<td>Resources</td>
<td>Manage Learning Management Resource Forms UIs</td>
</tr>
</tbody>
</table>

**OTA_ADMIN_FINANCE_TAB Menu**

User Menu Name: OTA Finance Tab for Self-Service Administrator
Menu Type: HTML Tab

<table>
<thead>
<tr>
<th>Prompt</th>
<th>Submenu</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headers</td>
<td>OTA Finance Header Sub Tab for Self Service Administrator</td>
</tr>
</tbody>
</table>

A similar structure has been created for Finance Headers, Resources, and Learner Tabs.

**OTA_ADMIN_APPLICATION_MENU**

<table>
<thead>
<tr>
<th>Prompt</th>
<th>Submenu</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources</td>
<td>OTA Resources Tab for Self-Service Administrator</td>
</tr>
<tr>
<td>Learner</td>
<td>OTA Learner Tab for Self-Service Administrator</td>
</tr>
<tr>
<td>Content</td>
<td>OTA Content Tab for Self-Service Administrator</td>
</tr>
<tr>
<td>Prompt</td>
<td>Submenu</td>
</tr>
<tr>
<td>----------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>Finance</td>
<td>OTA Finance Tab for Self-Service Administrator</td>
</tr>
<tr>
<td>Setup</td>
<td>OTA Setup Tab for Self-Service Administrator</td>
</tr>
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</table>

**Permission Sets**

The following permission sets are available:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Menu</th>
<th>User Menu Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>OTA_CTG_VIEW_DS</td>
<td>View Category</td>
</tr>
<tr>
<td>2</td>
<td>OTA_CTG_EDIT_DS</td>
<td>Edit Category</td>
</tr>
<tr>
<td>3</td>
<td>OTA_ACT_VIEW_DS</td>
<td>View Course</td>
</tr>
<tr>
<td>4</td>
<td>OTA_ACT_EDIT_DS</td>
<td>Edit Course</td>
</tr>
<tr>
<td>5</td>
<td>OTA_ACT_GENERATE_URL_DS</td>
<td>Generate Course Hyperlink</td>
</tr>
<tr>
<td>6</td>
<td>OTA_OFF_VIEW_DS</td>
<td>View Offering</td>
</tr>
<tr>
<td>7</td>
<td>OTA_OFF_EDIT_DS</td>
<td>Edit Offering</td>
</tr>
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<td>8</td>
<td>OTA_OFF_GENERATE_URL_DS</td>
<td>Generate Offering Hyperlink</td>
</tr>
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<td>9</td>
<td>OTA_EVT_VIEW_DS</td>
<td>View Class</td>
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<td>OTA_EVT_EDIT_DS</td>
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</tr>
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<td>OTA_EVT_GENERATE_URL_DS</td>
<td>Generate Class Hyperlink</td>
</tr>
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<td>12</td>
<td>OTA_SSN_EDIT_DS</td>
<td>Edit Session</td>
</tr>
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<td>13</td>
<td>OTA_SSN_VIEW_DS</td>
<td>View Session</td>
</tr>
<tr>
<td>14</td>
<td>OTA_LPS_VIEW_DS</td>
<td>View Learning Path</td>
</tr>
<tr>
<td>S.No</td>
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<td>User Menu Name</td>
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<td>-------------------------</td>
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<td>OTA_LPS_EDIT_DS</td>
<td>Edit Learning Path</td>
</tr>
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<td>16</td>
<td>OTA_CRT_VIEW_DS</td>
<td>View Certification</td>
</tr>
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<td>17</td>
<td>OTA_CRT_EDIT_DS</td>
<td>Edit Certification</td>
</tr>
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<td>18</td>
<td>OTA_CCH_VIEW_DS</td>
<td>View Category Chat</td>
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<td>Edit Class Chat</td>
</tr>
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<td>24</td>
<td>OTA_EFR_VIEW_DS</td>
<td>View Class Forum</td>
</tr>
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<td>25</td>
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<td>Edit Class Forum</td>
</tr>
<tr>
<td>26</td>
<td>OTA_LOF_VIEW_DS</td>
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<tr>
<td>27</td>
<td>OTA_LOF_EDIT_DS</td>
<td>Edit Folder</td>
</tr>
<tr>
<td>28</td>
<td>OTA_LOF_LOAD_DS</td>
<td>Load Folder</td>
</tr>
<tr>
<td>29</td>
<td>OTA_LOS_VIEW_DS</td>
<td>View Learning Object</td>
</tr>
<tr>
<td>30</td>
<td>OTA_LOS_EDIT_DS</td>
<td>Edit Learning Object</td>
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<td>OTA_LOS_LOAD_DS</td>
<td>Load Learning Object</td>
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<td>OTA_TST_VIEW_DS</td>
<td>View Test</td>
</tr>
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</tr>
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<td>Load Test</td>
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<tr>
<td>S.No</td>
<td>Menu User Menu Name</td>
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<td>----------------------------------</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>OTA_QBK_EDIT_DS Edit Question Bank</td>
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</tr>
<tr>
<td>36</td>
<td>OTA_TFH_EDIT_DS Edit Finance Header and Line</td>
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</tr>
<tr>
<td>37</td>
<td>OTA_TRB_EDIT_DS Edit Resource Booking</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>OTA_TSR_EDIT_DS Edit Resource Definition</td>
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</tr>
<tr>
<td>39</td>
<td>OTA_SR_B_VIEW_DS View Supplemental Resource Booking</td>
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</tr>
<tr>
<td>40</td>
<td>OTA_ENR_EDIT_DS Edit Enrollment</td>
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<td>41</td>
<td>OTA_NHS_EDIT_DS Edit External Learning</td>
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</tr>
<tr>
<td>42</td>
<td>OTA_INSTRUCTOR_UPD_ENR_DS Instructor Update Enrollment</td>
<td></td>
</tr>
</tbody>
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The following permission sets are available to provide access to the UIs.

<table>
<thead>
<tr>
<th>Menu User Menu Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 OTA_CATALOG_COMMON_UI Catalog Common UIs</td>
</tr>
<tr>
<td>2 OTA_CATALOG_FORMS_UI Manage Catalog Forms UIs</td>
</tr>
<tr>
<td>3 OTA_CATALOG_MANAGE_UI Manage Catalog UIs</td>
</tr>
<tr>
<td>4 OTA_CATALOG_VIEW_UI View Catalog UIs</td>
</tr>
<tr>
<td>5 OTA_CTG_COMMON_UI Category Common UIs</td>
</tr>
<tr>
<td></td>
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<td>99</td>
</tr>
<tr>
<td>Grant</td>
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<tr>
<td>-------</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
</tr>
</tbody>
</table>

Grants

Grants are supplied to enable all users who have the Learning Administrator or Learning Management Administrator responsibility to access OLM pages:
<table>
<thead>
<tr>
<th>Grantee</th>
<th>Grant Name</th>
<th>Permission Set</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Category for Catalog Administration</td>
<td>Edit Category</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Course for Catalog Administration</td>
<td>Edit Course</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Offering for Catalog Administration</td>
<td>Edit Offering</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Class for Catalog Administration</td>
<td>Edit Class</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Session Class for Catalog Administration</td>
<td>Edit Session</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Learning Certification for Catalog Administration</td>
<td>Edit Learning Certification</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Category Chat for Catalog Administration</td>
<td>Edit Category Chat</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Category Forum for Catalog Administration</td>
<td>Edit Category Forum</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Class Chat for Catalog Administration</td>
<td>Edit Class Chat</td>
</tr>
<tr>
<td>Learning Catalog Administrator</td>
<td>OTA Edit Class Forum for Catalog Administration</td>
<td>Edit Class Forum</td>
</tr>
</tbody>
</table>

**Customizing Report Templates**

OLM provides the following predefined XML reports to report on certifications, chats, forums, and course evaluation:

- OLM Forum Report
• OLM Chat Report

• OLM Certification Report

• OLM Course Evaluation Report

OLM provides the following predefined data definition source files and sample RTF templates for customizing these XML reports:

• OLM Forum Report
  • DataTemplate: OTAFRM.xml
  • Output RTF: OTAFRM.rtf

• OLM Chat Report
  • Data Template: OTACHT.xml
  • Output RTF: OTACHT.rtf

• OLM Certification Report
  • Data Template: OTACERT.xml
  • Output RTF: OTACERT.rtf

• OLM Course Evaluation Report
  • Data Template: OTA EVAL.xml
  • Output RTF: OTA EVAL.rtf

• OLM Learning Path Report
  • Data Template: OTALP.xml
  • Output RTF: OTALP.rtf

To customize the report details, you can create your own templates using Oracle XML Publisher.

**Important:** You must create your own templates using the predefined templates as samples. Do not modify the predefined templates because your changes may be lost during an upgrade.
Step 1: Customizing Report Templates *Optional Step*

1. Create a new rich text or PDF format template.

   Using a predefined report template as a sample, create a new report template and save it as a rich text or PDF format files.

   For guidelines on creating template files, see: *Creating an RTF Template* and *Creating a PDF Template*, *Oracle XML Publisher Report Designer’s Guide*

2. Create template definitions.

   Using a predefined template definition as a sample, create a new template definition in the Template Manager for your template design files. When you create a template definition in the Template Manager, you register and upload your template design files.

   See: *Creating the Template* in the *Oracle XML Publisher Administration and Developer’s Guide*

---

**Setting up the Electronic Records and Electronic Records (ERES) Functionality in OLM**

This topic explains how to enable the electronic records and electronic signatures functionality of Oracle E-Records in OLM.

For more information about Oracle E-Records, see: *Oracle E-Records Implementation Guide*

To enable the electronic records and electronic signatures functionality in OLM, you work with the following responsibilities:

- System Administrator
- Workflow Administrator Event Manager
- Approval Management Administrator
- Approval Management Business Analyst
- ERES Administrator

---

**Step 1: Enable the Profile Option for Electronic Records and Signatures**

Using the System Administrator responsibility, set the EDR: E-records and E-signatures (EDR_ERES_ENABLED) profile option value to Yes in the System Profile Values window. You can set this profile option at: Site level, Organization level, or User level.
Step 2: Enable the Electronic Signature Workflow Events and Subscriptions

Complete the following steps using the Workflow Administrator Event Manager responsibility.

1. Select the Business Events function.

2. Search for OLM events using the oracle.apps.ota% search criteria.
   OLM provides the following events to support electronic signatures:
   - oracle.apps.ota.catalog.course.update (OLM ERES Course Update)
   - oracle.apps.ota.enr.statupd (OLM ERES Enrollment Update)
   - oracle.apps.ota.learner.content (OLM ERES Learner Course Completion)
   - oracle.apps.ota.enr.massupd (OLM ERES Enrollment Mass Update)
   - oracle.apps.ota.enr.interevent (OLM ERES Inter Enrollment Mass Update)
   Each event has a subscription.

3. Enable events and subscriptions.

Step 3: Enable E-record Required and E-signature Required Variables for OLM

Complete the following steps using the ERES Administrator responsibility:

1. Click the Setup function. The Configuration Variables page appears. OLM provides approval transaction types for each of the workflow events:
   - OLM ERES Course Updates (oracle.apps.ota.catalog.course.update)
   - OLM ERES Enrollment Updates (oracle.apps.ota.enr.statupd)
   - OLM ERES Learner Course Completion (oracle.apps.ota.learner.content)
   - OLM ERES Enrollments Mass Update (oracle.apps.ota.enr.massupd)
   - OLM ERES Inter Enrollment Mass Update Transaction (oracle.apps.ota.enr.interevent)

2. Search for each transaction using the Transaction Name, for example, OLM ERES Course Updates.
   OLM provides default values for the following variables:
   - E-record Required (N)
   - E-signature Required (N)
   - E-signature Mode (SHORT)
   - E-record Style Sheet (style sheets are different for different transactions)
• E-record Style Sheet Version (1.0)

3. Update the E-record Required and E-signature Required variables to Y for each of the transaction types to enable ERES in OLM.

   Note: For the OLM ERES Inter Enrollment Mass Update Transaction, update the E-record Required variable. The E-signature Required variable does not apply to this transaction.

4. Provide the electronic signature, if the EDR: E-records and E-signatures profile option is set to Yes.

   For electronic signature transactions, OLM uses the following predefined style sheets to display record in the E-Record tabbed region of the E-signatures page:
   • otalrnxsl.xsl for OLM ERES Learner Course Completion
   • otaenrxsl.xsl for OLM ERES Enrollment Updates
   • otaenrinterxsl.xsl for OLM ERES Inter Enrollment Mass Update Transaction
   • otaenrmsupdxsl.xsl for OLM ERES Enrollments Mass Update
   • otaactxsl.xsl for OLM ERES Course Updates

   If you want to use different e-record formats, then you must create style sheets according to your business requirements. Specify the new style sheet in the Update Transaction Variable page for a transaction.

   For information on how to create and use style sheets, refer to the Oracle XML Publisher Report Designer’s Guide and Oracle E-Records Implementation Guide

Step 4: Set up the Enrollment Status for Electronic Signatures in OLM

   OLM provides the predefined Pending Signature/Evaluation enrollment status type. If you want to use the electronic signatures and electronic records functionality, then you must create an enrollment status, for example, Pending Signature using the predefined Enrollment Status Type.

Alternate Financial Implementation Steps

   If you do not run Oracle General Ledger, you must define an accounting flexfield structure, create a ledger, and set several options. This process activates your Suppliers and Customers pages and assists you in transferring costs between OLM and your accounting system.
Define an Accounting Flexfield Structure

If you intend to use OLM to transfer cross charges for internal learners or resources, you should define a Chart of Accounts that reflects your real Chart of Accounts (plus cost centers and departments). This includes segment names, length, validation and selectable values.

Note: If you already run Oracle General Ledger, the flexfield structure you require already exists, and you do not need to complete the following steps.

Step 1: Define Accounting Flexfield Value Sets

If you want to validate the values which a user can enter for any segment you must define a specific Value Set.

The attributes of the Value Set control the type of values that can be entered, and how many characters each segment can hold. The attributes of the Value Set also control how the values are to be validated.

Value Sets can be shared by different segments of the same flexfield, or by segments of any other flexfield.

For example, consider the following typical three value sets for your accounting flexfield structure:

- Company
- Account
- Cost Center

Note: You must create the value sets with the validation type Independent.

Table B-1 Value Sets

<table>
<thead>
<tr>
<th>Value Set</th>
<th>Format Type</th>
<th>Maximum Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>COTA_COMPANY</td>
<td>Char</td>
<td>11</td>
</tr>
<tr>
<td>COTA_ACCOUNT</td>
<td>Char</td>
<td>11</td>
</tr>
<tr>
<td>COTA_COST_CENTER</td>
<td>Char</td>
<td>11</td>
</tr>
</tbody>
</table>
Use the Value Sets window.
See Defining Value Sets, Oracle E-Business Suite Flexfields Guide

**Step 2: Define Accounting Flexfield Segments**

Define a structure for your Accounting Flexfield which contains the segments you want to use. Name your structure something like OLM Accounting Flexfield, for example. You can then distinguish this structure from the Accounting Flexfield structure used by Oracle Financials. This may be useful if your enterprise later buys Oracle Financials and you want to set up full accounting functionality.

**Note:** You must not check the Allow Dynamic Inserts box. Oracle Learning Management requires the valid combinations to exist, and therefore cannot enter new values upon data entry in the OLM Finance windows.

**Table B-2 Accounting Flexfield**

<table>
<thead>
<tr>
<th>Segment Number</th>
<th>Segment Name</th>
<th>Column</th>
<th>Value Set</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Company</td>
<td>SEGMENT1</td>
<td>COTA_COMPANY</td>
</tr>
<tr>
<td>2</td>
<td>Account</td>
<td>SEGMENT2</td>
<td>COTA_ACCOUNT</td>
</tr>
<tr>
<td>3</td>
<td>Cost Center</td>
<td>SEGMENT3</td>
<td>COTA_COST_CENTER</td>
</tr>
</tbody>
</table>

You must enter flexfield qualifiers for each segment, to identify which segment appears on each window.

**Table B-3 Company Segment**

<table>
<thead>
<tr>
<th>Flexfield Qualifier</th>
<th>Check the Enable Box:</th>
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<tbody>
<tr>
<td>Cost Center Transfer Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Natural Account Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Balancing Segment</td>
<td>YES</td>
</tr>
<tr>
<td>Intercompany Segment</td>
<td>NO</td>
</tr>
</tbody>
</table>
Table B-4 Account Segment

<table>
<thead>
<tr>
<th>Flexfield Qualifier</th>
<th>Check the Enable Box</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Center Transfer Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Natural Account Segment</td>
<td>YES</td>
</tr>
<tr>
<td>Balancing Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Intercompany Segment</td>
<td>NO</td>
</tr>
</tbody>
</table>

Table B-5 Cost Center Segment

<table>
<thead>
<tr>
<th>Flexfield Qualifier</th>
<th>Check the Enable Box</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Center Transfer Segment</td>
<td>YES</td>
</tr>
<tr>
<td>Natural Account Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Balancing Segment</td>
<td>NO</td>
</tr>
<tr>
<td>Intercompany Segment</td>
<td>NO</td>
</tr>
</tbody>
</table>

Use the Key Flexfield Segments window.

See Defining Key Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 3: Define Accounting Flexfield Segment Values

As you have chosen Independent validation for the Value Sets used by a Accounting Flexfield Segment, you must define your list of valid values for the Value Sets.

Table B-6 Accounting Flexfield Segment Values

<table>
<thead>
<tr>
<th>Value Set</th>
<th>Code</th>
<th>Description</th>
<th>Budgeting Qualifier</th>
<th>Posting Qualifier</th>
<th>Account Type Qualifier</th>
</tr>
</thead>
<tbody>
<tr>
<td>COTA_COMPANY</td>
<td>000</td>
<td>Company 000</td>
<td>Yes</td>
<td>Yes</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Use the Segment Values window.

See Defining Segment Values, Oracle E-Business Suite Flexfields Guide

Step 4: Uncheck Dynamic Inserts on OTA Accounting Key Flexfield

You must set the dynamic inserts to NO for the OLM Accounting flexfield.

Navigate to the Define Key Flexfield Segments window, and query the OLM Accounting key flexfield structure.

Uncheck the Dynamic Inserts box.

Use the Key Flexfield Segments window.

See Defining Key Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 5: Freeze and Compile Your Accounting Flexfield Structure

You are now ready to freeze your Accounting Flexfield definition. Check the Freeze Flexfield Definition box and save your changes. OLM freezes and compiles your Accounting Flexfield definition. Compiling the flexfield definition enables the Accounting Flexfield window with the defaults, values, and rules that you have defined.

Use the Key Flexfield Segments window.

See Defining Key Flexfield Structures, Oracle E-Business Suite Flexfields Guide

Step 6: Create a Calendar

See Creating a Calendar, Oracle Learning Management User Guide

Step 7: Create a Ledger

See Creating a Ledger, Oracle Learning Management User Guide
Step 8: Define a Ledger Set
See Defining a Ledger Set, *Oracle Learning Management User Guide*

Step 9: Define Financials Options
See Defining Financials Options, *Oracle Learning Management User Guide*

Step 10: Define System Options
See Defining System Options, *Oracle Learning Management User Guide*
Asynchronous
An attribute of Delivery Mode, to define learning that does not require a time, place, or live instructor. Asynchronous learning is also known as self-paced learning. Asynchronous learning can be either online, such as a recorded seminar or other self-paced web content, or offline, such as a book or a CD-ROM.

See also Delivery Mode, page Glossary-3

Attended
A status that verifies that a learner has participated in a synchronous offering. For online offerings, the application can capture the change in status; for offline offerings, an instructor can record the change in status.

Blended Learning
The ability to employ multiple delivery modes in delivering a single piece of learning or a series of learning events. Blended learning describes both the ability to deliver a single piece of learning through multiple modes, and the ability to construct a series of learning events that employ different delivery modes.

Catalog
What the learner sees when browsing through available courses and learning paths. You can divide the Oracle Learning Management (OLM) catalog into categories to facilitate the learners’ search for related learning. The single catalog organizes and displays all learning, regardless of delivery mode.

Catalog Category
A subdivision of the catalog. You create categories to organize courses in the catalog, and to help learners search for related learning. You can create a hierarchy of categories, and a course can be a part of more than one category.

Catalog Prerequisites
Courses and competencies that a learner must or should complete before enrolling in a given class. Mandatory prerequisites prevent learners from enrolling in the class, while
advisory prerequisites merely inform the learner of courses they should take or competencies they should acquire prior to enrollment.

Chat
A scheduled live discussion that enables learners and instructors to exchange messages online. You can create a chat within a category or for a specific class.

Class
The entity that is an individual instance of an offering, and in which learners enroll, typically for synchronous offerings. For each class, you can create multiple sessions.

See Session, page Glossary-7

CMI Adapter
See SCORM Adapter, page Glossary-7

CMI Objectives
Data elements contained in AICC content to enable greater content tracking. As part of the AICC specification, you can import CMI Objectives contained in a learning object. You can also view the CMI Objectives contained in a learning object post import.

Competency
A measurable behavior required by an organization, job or position that a person may demonstrate in the work context. A competence can be a piece of knowledge, a skill, an attitude, or an attribute.

Completed
A status that indicates a learner has taken the course. The completed status depends on the delivery mode of the offering: for online asynchronous offerings, Completed is when the learner has played the offering, dependent on the type of tracking; for offline asynchronous offerings, it is when the learner has read a book or other offline material; for offline or online synchronous offerings it is when the learner has attended the class.

Content
A piece of online learning material that is delivered to the learners through offerings.

Content Folder
An organizing container for online learning objects. You set up content folders to reflect the structure of your content, for example, by subject matter, curriculum, or learner job roles. You create content folders and sub folders to organize and group related learning objects.

See also Learning Object, page Glossary-5
Content Location
A URL that identifies and locates your physical content that is located on a content server, either an external server or an OLM content server.

Content Tree
The content hierarchy consisting of content folders, its sub folders, learning objects and tests.

See also Learning Object, page Glossary-5, Test, page Glossary-7

Course
A catalog entity that is described by attributes such as objectives and learner competencies. It is the entity that defines and describes the learning, without specifics such as content and delivery mode which are defined in the offering. An offering is a child of a course.

Cross Charge
The transfer of the cost of training fees or resources between organizations, departments, or cost centers within an enterprise.

Customer Restricted
Offerings or classes that are restricted to one or more customers (learner or customer/order priced).

Delivery Mode
Identifies the style in which learning is delivered. Delivery modes are either synchronous (real time) or asynchronous (self-paced), and either online (viewed through the player) or offline (such as a class in a classroom, or a book to be read). The four combinations are: online synchronous, online asynchronous, offline synchronous, and offline asynchronous. Once defined, customers can name the delivery modes whatever they wish, to describe their different styles of learning.

Descriptive Flexfields
A field that your organization configures to capture additional information required by your business but not otherwise tracked by Oracle Applications.

See also Key Flexfield, page Glossary-

Enrollment
A status describing a learner's engagement with a learning catalog entity. For example, a learner must enroll in a class in order to access it. You must set appropriate learner access conditions for your offering or class to ensure that only specific learners enroll in the class.
Enrollment End
Date by which an offering or class no longer shows in the learner catalog. Learners cannot enroll after that date.

Enrollment List
List of enrollments against an offering or class.

Enrollment Start
Date on which an offering or class shows up in the learner catalog.

Finance Header
A record of a monetary amount against a learner enrollment or a resource booking. A finance header can consist of multiple finance lines.

Finance Line
An individual financial transaction within a finance header.

Finance Total
Total of finance lines against enrollment for a class. Finance can be of type Receivable or Cross Charge.

See also Finance Line, page Glossary-3, Cross Charge, page Glossary-3

Flexfields (Key And Descriptive)
Configurable additional data entry fields that are not predetermined by Oracle Applications. They are not altered by patch install or upgrades.

See also Key Flexfields, page Glossary-3, Descriptive Flexfields, page Glossary-3

Forum
A message board that learners and instructors use to post general learning topics for discussion. Users can subscribe to a forum and post topics and messages for discussion. You can create forums within a category or for a specific class.

Instructor
A person in charge of delivering a synchronous offering. Note that for backwards compatibility, "Trainer" is the predefined name of the resource type.

Key Flexfield
A flexible data field made up of segments. Each segment has a name you define and a set of valid values you specify. Used as the key to uniquely identify an entity, such as jobs, positions, grades, cost codes, and employee groups.
See also Descriptive Flexfield, page Glossary-3

**Learner**
One who enrolls and takes up a course on OLM. There can be different types of learners: internal learners, or external learners such as customers and partners.

**Learner Access**
A definition of the list of learners who can access a catalog object. You can define learner access at the category, course, offering, and class levels. An object lower in the hierarchy derives access from the parent object (inherited access). For example, a course inherits access that is defined for the category above it. You cannot modify access inherited from another object.

**Learning Certification**
A catalog object that offers learners the opportunity to subscribe to and complete one-time and renewable certifications. The learning certification is primarily a container for a logical grouping of existing courses, with added attributes such as renewability and deadlines.

**Learning History**
The list of past courses a learner has taken that are captured on the system.

**Learning Object**
An entity that defines online course content within OLM. Learning objects provide the metadata to represent and describe the actual physical content located on the content server. You can structure online content as a hierarchy of learning objects, to be delivered as a single offering. OLM automatically tracks learner progress at the learning object level.

**Learning Path**
A sequence of two or more courses that enables tracking of learner progress against a higher level learning objective than is associated with an individual course. A learning path can be created by a learner, manager, or administrator.

**LMS Administrator**
A role of a user in the system. This is the role of a user who is tasked with managing the system, entering and maintaining data, and handling the setup related tasks.

**Location**
The physical address of a particular class or other.
Manager
The manager to whom one or more learners report.

Offering
An entity under a course. Attributes such as delivery mode, language, and content define offerings. An offering consists of one or more classes.
See also Synchronous, page Glossary-7

Offline
Learning that a learner can complete while not logged into the learning management system. Examples include instructor led training in a classroom, paper-based study, or CD-ROM offerings.

Online
Learning for which the learner must log into the learning management system to participate. Online learning content is delivered and tracked by the learning management system.

Player
The functionality within the learning management system that delivers online content.

Price
The price at which a class is charged for attendance. The price can be overwritten by administrators and is not relevant if OM is used.

Proficiency Level
The perceived level of expertise of a person in a competence, in the opinion of the assessor, over a given period. For example, a person may demonstrate the communication competence at Expert level.

Question Bank
A storage of questions that are used in one or more tests.

Resource
A person or object that is necessary to deliver a class, for example, a named instructor or a specific classroom required for a synchronous offline offering. In OLM, you create resource types and define the resources that are available for each resource type.

Room
The physical room identifier where a class takes place.
Schedule
A list of learning, and associated dates, that is due to take place for a learner or for an instructor.

SCORM Adapter
A set of files enabling communication between your content and OLM when your content contains SCORM CMI calls, and when your content is outside the Oracle domain. With the SCORM adapter, the content can successfully communicate tracking information to the learning management system irrespective of the content location. The SCORM adapter files reside on the same content server as your content.

Session
A catalog entity that is a subset of a class. Used when a single synchronous class meets at more than one time, or in more than one location, on more than one date, or with more than one instructor.

Successfully Completed
A learner has successfully completed a class when the learner is verified as not only having attended or attempted the offering, but having demonstrated competency sufficient to achieve the competencies associated with the course.

Synchronous
An attribute of delivery mode for learning that requires a time, place, or live instructor. Synchronous learning can be either online, such as a live web seminar, or offline, such as an instructor led class in a physical room.
See also Delivery Mode, page Glossary-3

Test
A grouping of questions taken from question banks and delivered through the player. Tests are designed to test explicit knowledge, skill level, and/or ability of a learner.
See also Question Bank, page Glossary-

Trainer
A predefined resource type. The Trainer resource type is named for backward compatibility. However, the application refers to the resources of this type as instructors.

Training Center
A place where learning occurs, or a hierarchy used for reporting on classes and resources.
Transcript
An official report that shows whether a learner has completed, attended, or failed a class. Transcript covers for instance one larger goal such as a degree or comprehensive goal that perhaps could be attained through successfully completing a learning path.

Web Conference
An entity that you use to deliver online synchronous classes and record these classes for on-demand playback. You can create a Web conference for an online synchronous class or enter recorded Web conference information for the class to associate it with a recorded Web conference.
| A | Accounting (if no Oracle Financials) setting up, 1-63 ADI setting up, 1-24 Administration, 1-11 Administrator groups creating, 1-12 Alternate financial implementation steps, 1-62 AuditTrail, 1-33 |
| B | Business Groups defining, 1-13 |
| C | Category catalog category, 1-16 Class and Enrollment Statuses enrollment statuses, 1-16 Course creating, 1-16 Cross-Charging, 1-22 Customers, 1-15 |
| D | Delivery mode, 1-16 Descriptive flexfields defining, 1-9 |
| F | Finance Headers, 1-23 Financial Relationships, 1-21 Flexfields Accounting setting up, 1-63 |
| I | Implementation Checklist, 1-3 Implementation Steps, 1-7 Implementing Oracle Learning Management overview, 1-1 |
| K | Key flexfields Accounting, 1-63 Key Flexfields Training Resources key flexfield, 1-8 |
| L | Locations creating, 1-13 Lookups creating Lookup values, 1-12 |
| O | OLM Roles, Permission Sets, and Permissions, 1-36 Oracle Order Management for OLM, 1-35 Organizations |
defining, 1-14

R
Report Templates
customizing, 1-58
Responsibilities
view-all access, 1-14

S
Suppliers, 1-15

T
Training Resource Key Flexfield
setting up, 1-8

W
Waitlisting
automatic waitlisting, 1-29

X
XML Reports
configure, 1-24