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Vendor: Oracle

Exam Code: 1Z0-418

Exam Name: Oracle Fusion Global Human Resources
2014 Essentials

Version: Demo

QUESTION 1

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

- A. Improved productivity, manageability, and responsibility
- B. Improved extensibility, responsibility, and functionality
- C. Improved productivity, adaptability, and manageability
- D. Improved sustainability, adaptability, and extensibility
- E. Improved adaptability, extensibility, and functionality

Correct Answer: B

Explanation

Explanation/Reference:

Extensibility: Be able to customize and extend Oracle Fusion CRM applications.

Responsibility through Roles.

Functionality: Function security.

Incorrect answers:

A, C: Productivity is not related to security.

Note: Oracle Fusion Applications is secure as delivered.

The security approach consists of tightly coordinating the following aspects of security.

- * Role-based access control (RBAC)
- * Function security
- * Data security
- * Privacy
- * Access provisioning and identity management
- * Segregation of duties policies
- * Enforcement across tools, technologies, data transformations, and access methods
- * Enforcement across the information life cycle

Reference: Oracle Fusion Applications Security Guide

QUESTION 2

You want to display a new field of sensitive data to display salary information. Which security policy controls access to the field displayed by the component?

- A. Function Security Policy
- B. ADF Security expression language
- C. Data Security Polity
- D. Oracle Platform Security Policy

Correct Answer: C

Explanation

Explanation/Reference:

Functions and data are inaccessible to users unless they are provisioned with the roles necessary to gain access. Function security provides users with access to pages in application users interfaces and actions that can be performed there. Data security allows users to see data in those pages. Some data is not secured, in which case access to a user interface page gives unrestricted access to the data that is accessible from that page.

Reference: Oracle Fusion Applications Security Guide, Function and Data Security

QUESTION 3

Select the four products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Development.

- A. Profile Management
- B. Performance & Goal Management
- C. Time and Labor
- D. Talent Review
- E. Network at Work
- F. Learning Management

Correct Answer: ABDF
Explanation

Explanation/Reference:

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide

QUESTION 4

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

- A. My Organization
- B. Leave Availability
- C. Worker Availability
- D. Predicted Worker Performance and Attrition

Correct Answer: C
Explanation

Explanation/Reference:

Worker Availability: How It Is Determined

The availability of a worker during a selected time period is automatically determined using:

Absence entries during that period

The work schedule that the worker presently follows

Calendar events

QUESTION 5

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

- A. Manage Absence
- B. Manage Global Workforce
- C. Manage Worker Performance
- D. Manage Social Networking
- E. Manage Workforce Profiles
- F. Manage Workforce Life Cycle

Correct Answer: ADEF
Explanation

Explanation/Reference:

A: The Manage Absences business process is performed by human resource (HR) specialists and employees, or their managers, to provide accurate records of absences for reporting and payroll calculations.

D: You can create and join networks of people in your enterprise to collaborate, share knowledge, and achieve goals. Use the examples in this topic to understand how you can benefit from a social network.

E: The Manage Workforce Records business process enables access to the worker directory and management of worker document records and checklists.

F: The Manage Workforce Lifecycle business process covers all stages of a worker's association with the enterprise, from creation of the person record through termination of work relationships.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide

QUESTION 6

You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup.

Identify the correct sequence of steps to be followed for this setup.

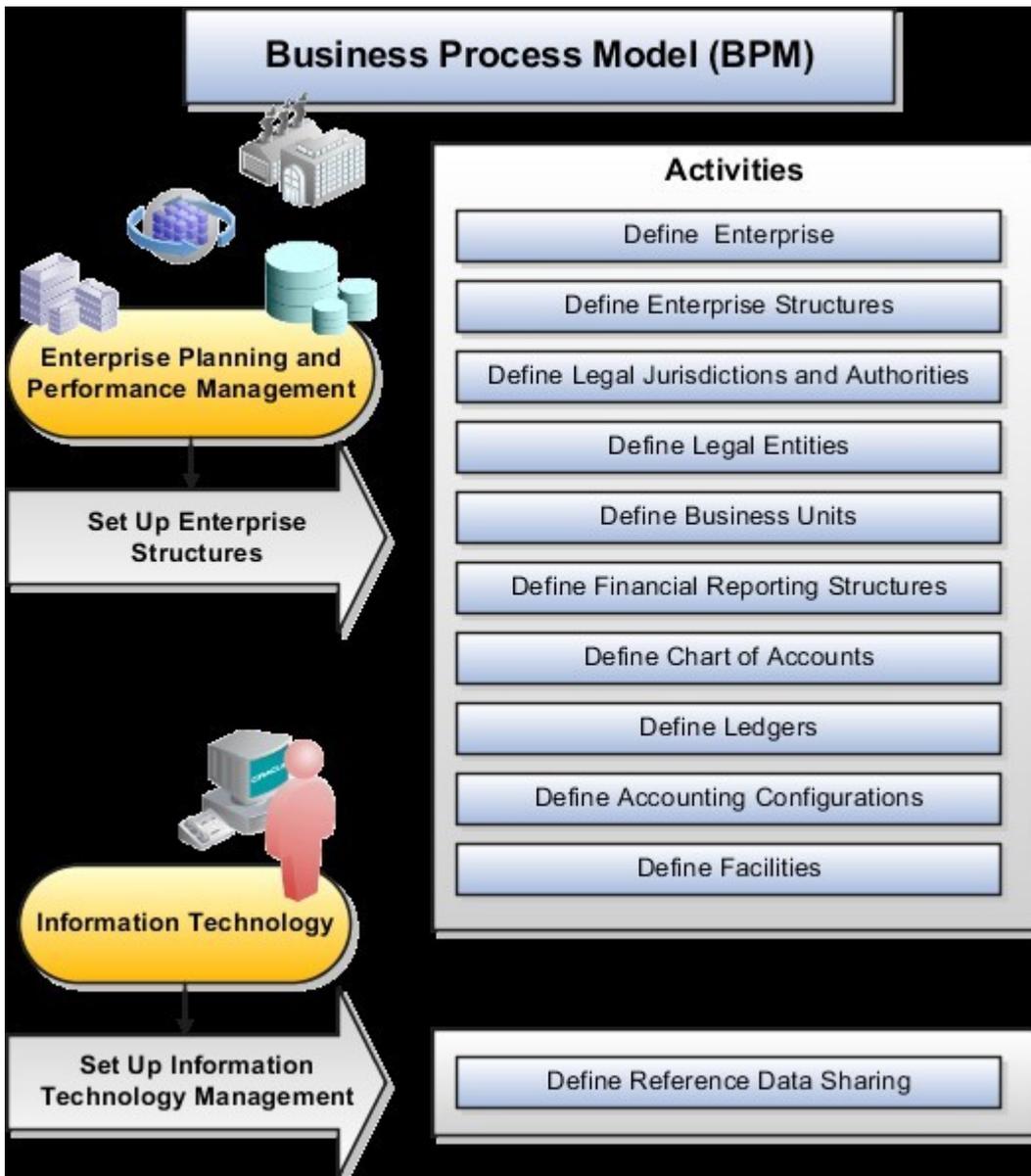
- A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.
- B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.
- C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.
- D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Correct Answer: B

Explanation

Explanation/Reference:

The following figure and chart describes the Business Process Model structures and activities.



Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Enterprise Structures Business Process Model: Explained

QUESTION 7

Identify the two applicable model profiles for workforce structures.

- A. Jobs
- B. Individual worker
- C. Position
- D. Department
- E. Location
- F. Business unit

Correct Answer: AC
Explanation

Explanation/Reference:

Model profiles identify the competencies, qualifications, and experience required for a workforce structure, such as a job or position.

Reference; Oracle Fusion Applications Workforce Development Guide 11g, Model Profiles:

Explained

QUESTION 8

What are the three benefits of Oracle Fusion Applications using a Lightweight Directory Access Protocol (LDAP) system?

- A. enforces the principle of least privilege
- B. segregates duties to be more rigorously enforced
- C. allows principles of assured revocation to be more rigorously enforced
- D. extends the database concept of a grant to applications
- E. uniquely identifies a single person

Correct Answer: ABC

Explanation

Explanation/Reference:

Oracle Fusion Applications applies the following standard security principles:

* Least privilege (A)

Oracle Fusion Applications roles carry only required privileges. Application roles define duties that entitle access to only the functions and data necessary for performing the defined tasks of that duty.

* Segregation of duties (B)

Oracle Fusion Applications checks duty roles for segregation of duties policy violations measured against content and the risks defined in the Oracle Application Access Controls Governor (AACG) and against content according to best available security guidelines. User and role provisioning respects the segregation of duties policies.

* Containment and no write down

* Transparency

* Assured revocation (C)

Revoking one security policy revokes all implementations of that policy across all tools in production.

* Defense in depth

E: The process Retrieve Latest LDAP Changes sends to Oracle Fusion HCM among other items:

Reference: Oracle Fusion Applications Security Guide 11g

QUESTION 9

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades between the two business units are not per the requirement.

Indicate what has gone wrong in the setup.

- A. The grade sets of the two business units have been interchanged
- B. The grade rate of the two business units have been interchanged.
- C. Incorrect grade ladder is attached to the two business units.
- D. All grades are available at enterprise level only.

Correct Answer: A

Explanation

Explanation/Reference:

Grades and Sets

Sets enable you to share grades that are common across business units in your enterprise. You can assign grades to either a specific set or to the common set to each grade. If you assign the grade to the common set, then the grade is available for use in all business units.

Note:

* grade rate

Used to define pay values for grades in a legislative data group.

Incorrect answers:

C: Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

Reference: Oracle Fusion Applications Compensation Management Implementation Guide, Define Workforce Structures: Define Grades

QUESTION 10

Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description. What should you do?

- A. Create a new content type and content item.
- B. Use seeded content type and new content item.
- C. Create a new content type but seeded content item.
- D. Create free-form content type and new content item.
- E. Create free form content type without content item.

Correct Answer: E

Explanation

Explanation/Reference:

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for your workers.

A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference: Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 11

You have to compare two jobs. What are the three data sets on which the comparison can be based?

- A. Competencies
- B. Salary
- C. Assignment
- D. Development plans
- E. Potential
- F. Contracts

Correct Answer: ABC

Explanation

Explanation/Reference:

A: Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

QUESTION 12

As an HR Administrator, you search for a worker's record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable.

Identify two options that contain these editable values on the assignment.

- A. Assignment Name, Assignment Number
- B. Job, Location
- C. Assignment Category, Person Type
- D. Assignment Status, Assignment Projected End Date
- E. Assignment Number, Job

Correct Answer: AC

Explanation

Explanation/Reference:

You can edit the following values on the assignment regardless of whether override at the assignment level is allowed:

- * Assignment name
- * Assignment number
- * Assignment status
- * Assignment projected end date

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Editing Inherited Values on Assignments

QUESTION 13

Your customer is making regular updates to HR data and wants to keep a history of the changes made. While updating employee records, which two fields are date effective?

- A. Person number
- B. First Name
- C. Phone number
- D. Date of Birth
- E. National identification Number
- F. Assignment details

Correct Answer: CF

Explanation

Explanation/Reference:

Phone number and assignment details might change over time.

The following objects related to person records are date-effective: contact relationships, disabilities, gender, marital status, person name, person addresses, visas, and work permits.

Note 1: Many Human Capital Management (HCM) objects are date-effective. The list of HCM date-effective objects includes but is not limited to: assignments, benefits plans and plan types, element definitions, eligibility profiles, employment terms, grades, grade rates, grade ladders, jobs, job families, locations, organizations, payrolls, personal payment methods, and positions.

Note 2: Date Effectivity: Explained

The attributes of most business objects are likely to change over time. For example, grade rates may increase or a location's address may change. For some types of objects, such as payrolls, assignments, and organizations, a history of changes is maintained. Professional users can retrieve and edit the version of an object that was current on a specified date. Such objects are referred to as dateeffective objects.

Reference: Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Date Effectivity: Explained

QUESTION 14

Identify the correct description of the free-form content type

- A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.
- B. Free-form content types contain relationships and contain properties as part of profile type.
- C. Free-form content types do not contain relationships but contain properties as part of profile type.

D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Correct Answer: A

Explanation

Explanation/Reference:

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for your workers.

A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference: Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 15

Oracle Authorization Policy Manager User Interface uses the general operational principle of allowing the administrator to identify a security object first and after the object has been selected, allow him or her to choose one of the operations available on it.

Choose the three typical security tasks performed using Oracle Authorization Policy Manager.

- A. Viewing Full Roles Hierarchies and managing Duty Role Hierarchies.
- B. securing a common object such as an attachment category or a profile Option
- C. managing job and Abstract (enterprise) Roles
- D. creating Implementation users that are mapped to the HR people
- E. viewing Data, Job, and Role Security Policies and Permission Grants

Correct Answer: ACE

Explanation

Explanation/Reference:

A: Frequently Used Operations include

* Viewing the External Role Hierarchy

* Managing the Application Role Hierarchy

Note: A role category is a collection of application roles. Role categories allow administrators organizing application roles in arbitrary flat collections. Role categories are not used in policy evaluations at runtime. Role categories are independent of (and should not be confused with) the role hierarchy, which applies to both application and external roles.

Note: Authorization Policy Manager greatly simplifies the creation, configuration, and administration of application policies

Incorrect answers:

D: In regards to enterprise users and external roles, Authorization Policy Manager provides viewing and searching functionality only. To manage users and external roles, use Oracle Identity Manager or some other identity management tool.

Reference; Administrator's Guide for Authorization Policy Manager 11g,

QUESTION 16

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in FSM > Define Workplace Profiles.

- A. Define Telnet > manage Profile Types
- B. Define Telnet Profile Content > Manage Content Subscribers
- C. Define Telnet Profile Content > Manage Profile Content Items

D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Explanation

Explanation/Reference:

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

QUESTION 17

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date.

Identify the three possible values for this profile.

- A. Once
- B. Never
- C. Not now
- D. Not Today
- E. Always

Correct Answer: ABE

Explanation

Explanation/Reference:

QUESTION 18

There are two legal employers identified for your current application implementation. The legal employers have inherited the number generation method set at the enterprise. However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

- A. No condition. The worker generation method Can be changed to automatic at any time.
- B. The employment model selected should be a two-tier one.
- C. No employee or contingent worker work relationships should exist for that legal employer.
- D. The employment model selected should be a three-tier one.
- E. Manual worker-number generation for a legal employer can be selected any time.

Correct Answer: CD

Explanation

Explanation/Reference:

All legal employers automatically inherit the enterprise number-generation method. You can override the number-generation method at the legal employer level, as follows:

* (C) You can select automatic worker-number generation for a legal employer, provided that no employee or contingent worker work relationships exist for that legal employer.

* (E) You can select manual worker-number generation for a legal employer at any time.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Setting the Number-Generation Method for a Legal Employer

QUESTION 19

You hired a female employee on January 1, 2011. This employee got married on June 12, 2011. You received a request from the employee on July 11, 2012 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What is the effective start date of personal details displayed by the system as of August 15, 2011?

- A. June 12, 2011
- B. July 11, 2011
- C. January 1, 2011
- D. August 15, 2011

Correct Answer: A
Explanation

Explanation/Reference:

To maintain employee data effectively Oracle HCM is using a mechanism called date tracking. The main motive behind the date track mode is to maintain past, present and future data effectively. The various update date track modes are:

CORRECTION : Over writes the data. No history will maintain. UPDATE : Keeps the history and new change will effect as of effective date UPDATE_CHANGE_INSERT : Inserts the record and preserves the future UPDATE_OVERRIDE : Inserts the record and overrides the future Example:

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24		2

Action: Updated record in CORRECTION mode

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24	Single	3

Action: Updated record in UPDATE mode effective 01-JUN-2012 and Marital Status = Married

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-MAY-2012	24	Single	4
01-JUN-2012	31-DEC-4712	24	Married	5

QUESTION 20

While Implementing Oracle Fusion HCM you would like to use all the seeded Action types available.

Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

Explanation

Explanation/Reference:

Note: Action Type

* Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

* Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types.

Note 2: Seeded items are items that are provided out of the box.

QUESTION 21

Identify the work structure that shows the relative rank, level, and status of an employee.

- A. Grade Ladder
- B. Grade Rates
- C. Payscale
- D. Grade step progression
- E. Grade

Correct Answer: A

Explanation

Explanation/Reference:

Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

Incorrect answers:

B: grade rate

Used to define pay values for grades in a legislative data group.

QUESTION 22

Your organization is a large scale manufacturing company currently using Oracle Applications 12.1.1 (EBS R12) for HR, payroll, and Benefits. You have a number of customizations in EBS R12. You have decided to upgrade the HR landscape to Oracle Fusion but because the volume of data is huge, you are concerned about data movement, security, and data integrity.

As a Functional Consultant, what would you suggest?

- A. Redo the configuration for the entire setup data in Oracle fusion. Adopt conversion process for transaction data.
- B. Adopt Oracle Fusion Data Migration solution to move HR setup and transaction data. There is no delivered solution available for Payroll and Benefits data migration.
- C. Propose a new data migration solution because there is no delivered solution available for upgrades.
- D. Adopt the Oracle Fusion Data Migration solution to move HR, Payroll, and Benefits setup and transaction data. Extend the Oracle solution for custom data migration.

Correct Answer: D

Explanation

Explanation/Reference:

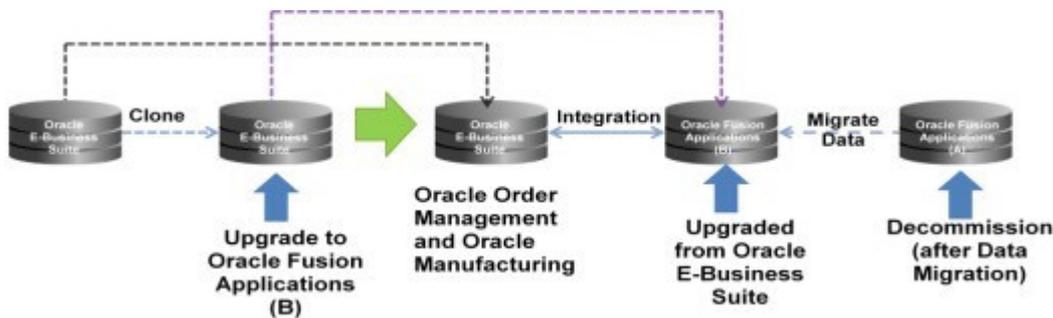
Note:

Phase 1

Coexistence.

Phase 2

In Phase 2, a new Oracle E-Business Suite instance is created from a copy of a production Oracle E-Business Suite 12.0.6 instance. This new Oracle E-Business Suite instance is then upgraded to Oracle Fusion Applications (B) with the intent of deploying Oracle Fusion Financials, Oracle Fusion Human Capital Management, and Oracle Fusion Procurement. The data to support Oracle Fusion Accounting Hub is migrated from Oracle Fusion Applications instance (A) to the upgraded Oracle Fusion Applications instance (B). The production instance of Oracle E-Business Suite 12.0.6 will continue to be used for order management, inventory, and manufacturing processes, and integrates with Oracle Fusion Applications (B) through a service-oriented architecture to support these processes in Oracle E-Business Suite. This phase depends on the availability of upgrade scripts from Oracle E-Business Suite 12.0.6 to Oracle Fusion Applications.



Phase 3

In Phase 3, the entire environment is running Oracle Fusion Applications. Reference: Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White paper

QUESTION 23

As an HR Specialist in your company, you are responsible to set up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Review Points tab is used only by which Oracle Fusion product?

- A. Goal Management
- B. Compensation Management
- C. Performance Management
- D. Talent Review

Correct Answer: C

Explanation

Explanation/Reference:

Note:

* Sum Method

To use this method, the rating models that are associated with the section and its items must define review points. The rating model for the section must also define point ranges (from points and to points). The application converts ratings to review points as defined in the rating model, calculates the total review points, and converts this total into the corresponding review rating for the section by using the point range on the rating model. Weights, and any items without ratings, are ignored.

When using the sum method for the overall rating, section rating calculation rules can be sum or average only.

* Band Method

This method is similar to the sum method, but is available only for the Overall Summary section of a

performance document. The Profile Content and Goals sections, however, use the average or sum method. To use the band method, the rating model that is associated with the Overall Summary section must include a performance document band and define review points as well as point ranges (from points and to points). During the calculation process, the application computes the total review points across all sections and converts this total into the equivalent rating on the document band.

Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Define Worker Performance

QUESTION 24

Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

- A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas
- B. Individual permission to reset their password for the login application
- C. Set of users requesting access based on the job level
- D. Multiuser permission with validation of password length, alphanumeric, and special character usage
- E. individual permission to access web services and webpages only

Correct Answer: C

Explanation

Explanation/Reference:

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:

* The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application.

* The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system. (C)

Reference: Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

QUESTION 25

As an implementation consultant, you are involved in the migration activity. If, during the premigration stage, the duplicate person records are merged, can you state the reason for this?

- A. because person records are global in Fusion
- B. because person records are dependent on legislation
- C. because one person can have only one work relationship
- D. because person records are not Global in fusion

Correct Answer: A

Explanation

Explanation/Reference:

A single global person record tracks information for employees or contingent workers. The single person record may then be associated with multiple work relationships in the employment model. This increases data integrity while reducing administrative overhead and provides for enhanced reporting capabilities.

Reference: Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 26

Which three are free-form content types of Profile Management?

- A. Honors and Awards
- B. Accomplishments

- C. Languages
- D. Potential
- E. Career Preferences

Correct Answer: ABC

Explanation

Explanation/Reference:

Profile management provides a framework for developing and managing talent profiles that meet your industry or organizational requirements. Profiles summarize the qualifications and skills of a person or a workforce structure such as a job or position. Profiles are valuable for tracking workers' skills, competencies, and accomplishments, and for various talent management activities, such as career planning, identifying training needs, performance management, and in the recruitment process for identifying job requirements and suitable applicants.

Note:

* Content types are the skills, qualities, and qualifications that you want to track in talent profiles. The content library contains predefined content types such as competencies, languages, and degrees, but you can create new content types as needed. You can also create free-form content types.

Content types contain:

- Properties
- Relationships
- Subscribers

* Free-form content types do not contain relationships and do not contain properties until you add them to a profile type.

QUESTION 27

A worker rejoins a legal employees on April 01, 2011 with a work relationship type of contingent worker. The worker was previously associated with the same legal employer from June 21, 2000 till April 01, 2010 with a worker number 1122' and work relationship type of contingent worker. A legal-employer number sequence is used. Will the worker number be reused for this worker?

- A. The worker number will be reused, because the worker has the same- work relationship type as the previous one and with the same legal employer.
- B. The worker number will not be reused, because the legal-employer sequence is used.
- C. The worker number will not be reused, because the worker has the same work relationship type as the previous one and with the same legal employer
- D. The worker number will be reused, because the worker is joining the same legal employer after a gap of one year.
- E. The worker number will be reused, because the worker is joining the same enterprise.

Correct Answer: B

Explanation

Explanation/Reference:

Worker numbers can be generated either manually or automatically.

If you select manual generation, then you are recommended to define a numbering scheme to suit local requirements. For example, determine whether uniqueness within the enterprise or at the legal employer level is important, and define the numbering scheme accordingly.

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new work relationship of the same type but with a different legal employer, a new worker number is allocated to the work relationship.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the

Number-Generation Method

QUESTION 28

You are working as an HRMS Business Analyst implementing Fusion Human Resources, Global Payroll, Talent Management, and Compensation. You are evaluating the options of deploying applications, with the objective of being free from maintaining the infrastructure and applications while owning their infrastructure.

Which deployment option will you recommend?

- A. SaaS model for Human Resources and Global Payroll only, with the rest of the modules On Premise
- B. SaaS model for Human Resources, Global Payroll, Talent Management, and Compensation
- C. hosted model for Human Resources and Global Payroll only, with the rest of the modules On- premise
- D. hosted model for Human Resources, Global Payroll, Talent Management, and Compensation

Correct Answer: B

Explanation

Explanation/Reference:

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service (SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved independent software vendors (ISVs), hosting services providers and the customers. The technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS Platform consisting of virtualization, database, middleware and management software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference: HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

QUESTION 29

Which three statements are key Features of work structures?

- A. Jobs and positions are integrated with profiles.
- B. Basic Grade Ladders can be set up in Core; a user can add progression rules in Grade Step Progression later.
- C. Only one rate can be associated with a grade and payscale.
- D. Typically, attributes get defaulted from either department or job to the position, then to the terms and conditions, and then to the assignment.
- E. Profiles and payscales are integrated.

Correct Answer: BDE

Explanation

Explanation/Reference:

B: Grade steps are distinct increments of progression within a grade. You can set up grades with or without grade steps.

Note:

* Grade Scale

A sequence of steps valid for a grade, where each step corresponds to one point on a pay scale. You can place each employee on a point of their grade scale and automatically increment all placements each year, or as required.

Incorrect answers:

C: * Pay Scale

A set of progression points, which can be related to one or more rates of pay. Employee's are placed on a particular point on the scale according to their grade and, usually, work experience.

Note:

* Work Structures

The fundamental definitions of organizations, jobs, positions, grades, payrolls and other employee groups within your enterprise that provide the framework for defining the work assignments of your employees.

* Business Object Group: Work Structure

Business Objects:

1. Locations
2. Business units
3. Grades
4. Grade rates
5. Job families
6. Jobs

QUESTION 30

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions
- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF

Explanation

Explanation/Reference:

You define the following business objects in Oracle Fusion by performing the associated tasks in the order specified by the Oracle Fusion Functional Setup Manager.

Business Object: Task

* Enterprise

Manage Enterprise HCM Information (C)

* Legislative Data Group

Manage Legislative Data Groups (E)

* Legal Entity

Manage Legal Entity (F)

* Application Reference Data Set

Manage Reference Data Sets

* Employment Action

Manage Actions

* Employment Action Reason

Manage Action Reasons

*Legal Employer Organization, Payroll Statutory Unit Organization Manage Legal Entity HCM Information

* Payroll Element Input Value

Manage Elements

* Payroll Element Type

Manage Elements

* Person Assignment Status Type

Manage Assignment Status

* Person Type

Manage Person Types

Note:

* Oracle Fusion Functional Setup Manager (FSM) guides you through the tasks of setting up the functional data and reference data after installation and helps you move the setup data from one environment to another (such as from the development environment to the production environment).

* FSM Setup tasks: Represent the work necessary to set up initial configurations of offerings and in turn, the business processes and sub processes that those offerings support to make them ready for transactions. For example, Manage Reporting Currency, Assign Balancing Segments to Ledger, and Manage Tax Regime, are some of the setup tasks that are performed to make the Financials offering ready

for transactions.

Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide

QUESTION 31

What are used as templates to create profiles?

- A. Profiles
- B. Profile types
- C. Content Items
- D. Content type

Correct Answer: B

Explanation

Explanation/Reference:

Profile types are templates that you use to create profiles. Profile types determine whether the profile is for a person or for a workforce structure such as a job or a position, and the content of the profile. You select content types from the content library to create content sections for the profile type.

QUESTION 32

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type.

Identify the three correct statements related to a person profile for the above scenario.

- A. Each employee can have two Person Profiles.
- B. Each employee can have only one Person Profile.
- C. Person Profile is automatically associated with the Core HR person.
- D. Person Profile is created automatically whenever a person record is created in Core HR.
- E. Person profile is created automatically whenever a user attempts to access a person's profile for the first time.
- F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Explanation

Explanation/Reference:

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person's education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

QUESTION 33

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

- A. First Name
- B. Passport Number
- C. Smoke Status
- D. Business Email Address
- E. Bank Account Number

Correct Answer: BDE

Explanation

Explanation/Reference:

QUESTION 34

Select the two reporting tools that are tightly integrated with Oracle Fusion HCM to provide a wide range of analytics and reporting.

- A. Oracle BI Applications
- B. Oracle Warehouse Builders
- C. Oracle Discover
- D. Oracle Transactional BI
- E. Oracle Web Composer

Correct Answer: AD

Explanation**Explanation/Reference:**

The analytics within the Fusion BI Apps will come in two flavours;

- * Oracle Transactional BI analytics, which will provide real-time reporting via ADF view objects on the Fusion Apps data, and
- * traditional, Oracle BI Applications analytics, which will be against the Fusion BI Apps data warehouse.

QUESTION 35

As an HR specialist, you need to use the best fit analysis feature to determine the person profile that most closely matches a job profile.

Which two profile type templates will you use to set up the person and job profiles?

- A. Job
- B. Person
- C. Position
- D. Competency
- E. Model

Correct Answer: AB

Explanation**Explanation/Reference:**

Use the best-fit analysis to determine the person profile that most closely matches a job profile, or the job profile that is the best match for a person profile. For example, if you are trying to fill a Developer vacancy, and the job profile requires a B.S. degree in Computer Science, level 4 expertise coding Java, and a Teamwork rating of at least 3, you can review an automatically-generated list of workers who most closely match this set of requirements. You can also use the best-fit analysis to find workers who are similar to a selected worker, or jobs that are similar to a selected job.

Reference: Oracle Fusion Applications Product Information Management Implementation Guide, Best-Fit Analysis

QUESTION 36

The HR Administrator/Line Manager has entered the details of a potential hire. However, the application indicates the existence of a duplicate person record.

Which three actions can the HR Administrator/Line Manager take?

- A. rehire the employee
- B. delete the duplicate record
- C. no action (Employee Work Relation Exists)
- D. append the last name with the number of duplicate records found
- E. create a new work relationship
- F. modify the existing work relationship to reflect the new one

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