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Vendor: Oracle

Exam Code: 1Z0-584

Exam Name: Oracle Fusion Human Capital Management
11g Human Resources 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

Answer: B

Explanation:

Extensibility: Be able to customize and extend Oracle Fusion CRM applications. Responsibility through Roles. Functionality: Function security.

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

Answer: C

Explanation:

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

Answer: A, B, D, F

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

Answer: C

Explanation:

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

Answer: A, D, E, F

Explanation:

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

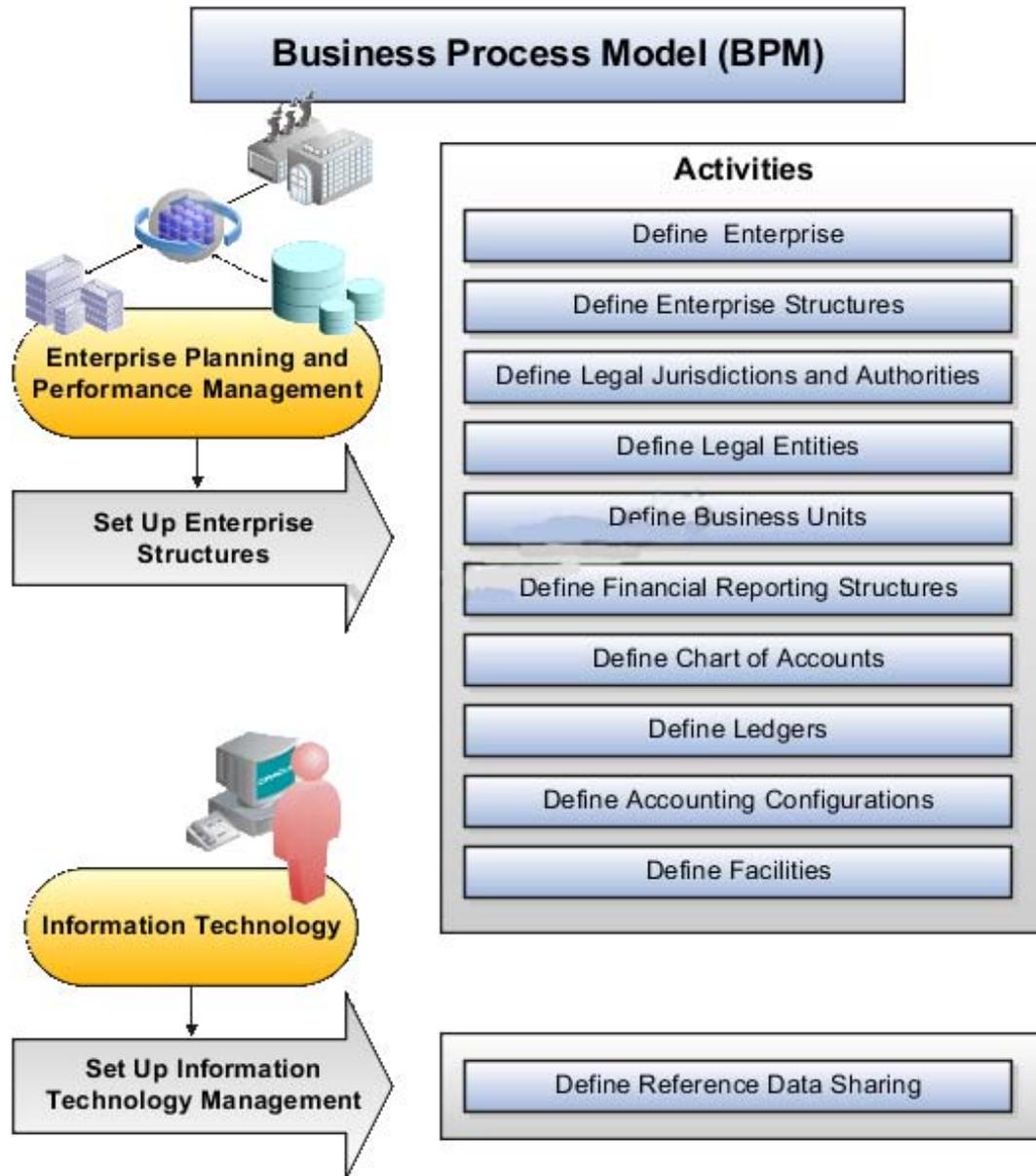
You are working on Implementing Fusion Human Capital Management. Some of the work structures need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup. Identify the correct sequence of steps to be followed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

Answer: B

Explanation:

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

Answer: A, C

Explanation:

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

Answer: A, B, C

Explanation:

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.

Answer: A

Explanation:

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.

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.

Answer: E

Explanation:

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

Answer: A, B, C

Explanation:

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

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

Answer: A, C

Explanation:

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

Answer: C, F

Explanation:

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.

Answer: A

Explanation:

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

Answer: A, C, E

Explanation:

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

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

Answer: D

Explanation:

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

Answer: A, B, E

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.

Answer: C, D

Explanation:

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

Answer: A

Explanation:

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

Answer: A, C, D, F

Explanation:

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

Answer: A

Explanation:

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.

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.

Answer: D

Explanation:

Note: Phase 1

Coexistence.

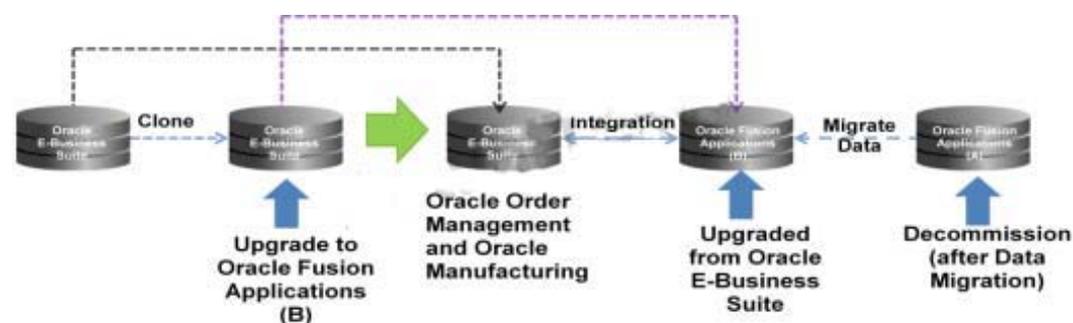
Phase 2

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 serviceoriented 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

Answer: C

Explanation:

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

Answer: C

Explanation:

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

Answer: A

Explanation:

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

Answer: A, B, C

Explanation:

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.

Answer: B

Explanation:

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

Answer: B

Explanation:

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. Jobsandpositions 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.

Answer: B, D, E

Explanation:

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.

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

Answer: B, C, D, E, F

Explanation:

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

Answer: B

Explanation:

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.

Answer: B, D, F

Explanation:

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

Answer: B, D, E

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

Answer: A, D

Explanation:

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

Answer: A, B

Explanation:

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

Answer: A, B, F

Explanation:

Note:

Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

Reference:

Oracle Fusion Applications Customer Data Management Implementation Guide 11g, Consuming Applications

QUESTION: 37

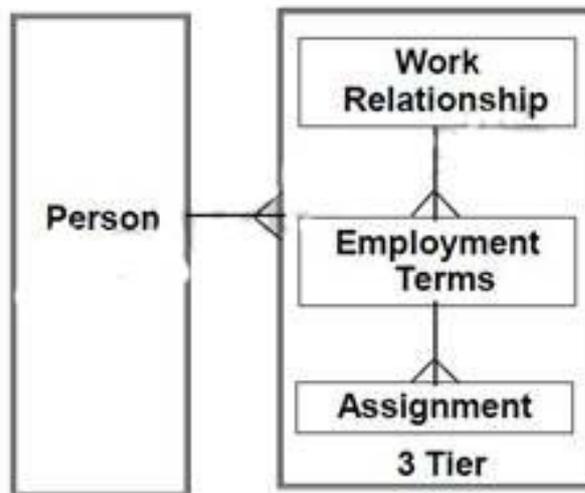
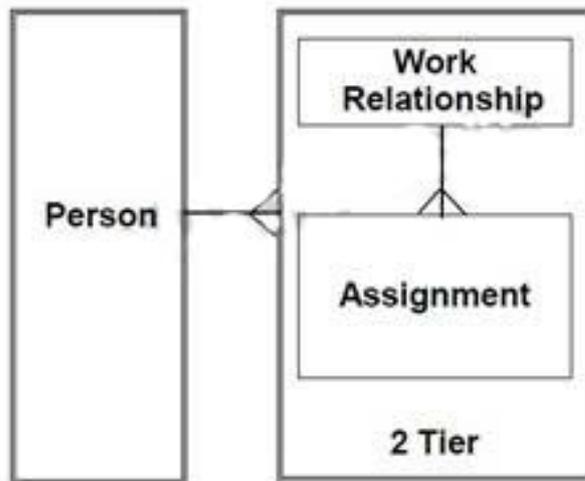
An enterprise wants to switch from "Single employment terms with multiple assignments" model to "Multiple employment terms with multiple assignments" model. Select the valid option regarding when the above is possible.

- A. only if no work relationship exists between an enterprise and a legal employer
- B. by removing all the previous work relationship and creating new relationships in the new model
- C. at any time without any constraint
- D. by setting up a new legal employer

Answer: B

Explanation:

Fusion HCM Oracle includes employment models. There are two models, the 2 tier and the 3 tier model. The difference between the two models is the employment terms, a set of terms and conditions to govern one or more assignments.



QUESTION: 38

Select four correct statements that describe the- features of the Oracle Fusion HCM Product family.

- A. Comprehensive, role-based HCM solution that delivers best performance
- B. Global, enterprise wide structures support legislative, regulatory, and organizational needs
- C. Fully supported Global Payroll with localizations for all countries
- D. Flexible employment and person models, and profile management framework to meet all organization models
- E. Embedded Intelligence supports analysis and decisions
- F. Cloud only applications, providing 24/7 and worldwide availability

Answer: A, B, D, E

QUESTION: 39

Before you begin developing your application, you must identify your users, and determine their needs. What are the different roles you may use to differentiate user types?

- A. Security, Department, Duty, and Job
- B. Abstract, Job, Data, and Duty
- C. Position, Function, Person, and Abstract
- D. Grade, Job, Organization, and Duty
- E. Assignment, Function, and Data

Answer: B

Explanation:

Note: Create your own categories and ensure that the category names end with "Job Roles" or "Abstract Roles", as appropriate. For example, you could create a new category for job roles called ABC - Job Roles.

QUESTION: 40

Identify three features that describe locations.

- A. Location is a place where you conduct business or which is of interest to your business.
- B. Users have the ability to view locations on a map.
- C. Locations are created for each business unit.
- D. Only a single address type is available for all location.
- E. Locations are not date effective.
- F. Locations can be deleted.
- G. Users have the ability to upload images.

Answer: A, B, D

Explanation:

A: A location identifies physical addresses of a workforce structure, such as a department or a job. You can also create locations to enter the addresses of external organizations that you want to maintain, such as employment agencies, tax authorities, and insurance or benefits carriers.

B: MapViewer is a J2EE service for rendering maps using spatial data managed by Oracle Spatial. MapViewer provides services and tools that hide the complexity of

spatial data queries and cartographic rendering, while providing customizable options for more advanced users.

MapView is designed to integrate with Location-Based services and applications.

Reference:

Oracle Fusion Applications Workforce Deployment 11g, Human Resources Guide, Locations: Explained

QUESTION: 41

In an organization there are some jobs that are available across the enterprise whereas some others are available to a specific business units or departments within business units. Identify three correct statements regarding configuration of these jobs.

- A. Global jobs can be created by linking them to a common set
- B. Jobs limited to business units should be linked to a reference set specific to a business unit.
- C. Jobs limited to departments should be linked to a reference set specific to a department.
- D. Jobs cannot be restricted by business unit and, therefore, the requirement of making them available to a specific business unit cannot be met.
- E. Jobs are created with reference to a business unit and, therefore, the requirement of making them available globally cannot, be met.
- F. Jobs cannot be restricted by departments and therefore, the requirement of making them available to specific departments cannot be met

Answer: A, B, C

Explanation:

Jobs are shared through assignment to one set only, with common values.

Note: Business units are subsets of an enterprise that perform one or more business functions and can be consolidated in both a managerial and legal hierarchy.

Project accounting is an example of a business function that is set up by business unit. Other examples are billing and revenue management, customer contract management, and payables invoicing.

Business units are defined centrally. During implementation, you must enable the Project Accounting business unit for use with Oracle Fusion Projects.

You can partition financial data using business units while sharing a single approach to project management across all business units.

Reference:

Oracle Fusion Applications Enterprise Structures Concepts Guide

QUESTION: 42

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

- A. Multiple Employment Terms with Multiple Assignments
- B. Multiple employment Terms with Single Assignment
- C. Single Employment Terms with Multiple Assignments
- D. Single Employment Terms with Single Assignment
- E. Only Multiple Employment Terms

Answer: B

Explanation:

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

*The employment model is designed to support simple or complex global work relationships. Employment structures are designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

* The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

* Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

* Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more assignments.

* Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

* Multiple Employment Terms with Multiple Assignments

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments.

Reference:

Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained

QUESTION: 43

As an Implementation Consultant, you are required to deploy two-tier employment model at your implementation site. There is a need to have only single assignment. You are aware that the two tier employment model comprises two types of entities: Work Relationships and Assignments. Which two-tier option will you select while configuring the employment model for the enterprise?

- A. Single Assignment or Single Assignment with Contract
- B. Single Assignment and Multiple Assignment
- C. Only Single Assignment with Contract
- D. Only Single Assignment
- E. Only Multiple Assignment

Answer: A, B

Explanation:

The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

* Single Assignment

If you select Single Assignment, each work relationship of any type has one assignment only.

* Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without having to use a three-tier employment model.

* Multiple Assignments

If you select Multiple Assignments, each work relationship of any type can include one or more assignments.

Reference:

Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Two-Tier Employment Model: Explained

QUESTION: 44

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

- A. Profile Management
- B. Workforce Predictions
- C. Workforce Life Cycle Manager
- D. Goal Management
- E. Talent Review

Answer: B

Explanation:

Forward looking management strategies

Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through “what if” scenario modeling, and provide the ability to implement that corrective action. For example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their peers received.

Reference:

ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

QUESTION: 45

Which four products are part of the Oracle Fusion HCM product family under the business process category of Workforce Deployment?

- A. Human Resources
- B. Global Payroll
- C. Workforce Life Cycle Manager
- D. Workforce Predictions
- E. Time and labor
- F. Performance Management
- G. Network at Work

Answer: A, B, C, F

Explanation:

B: The first step in implementation is to configure the offerings in the Setup and Maintenance work area to select which offerings and options are available to implement. For the Workforce Deployment offering, you can select the following options:

- * Payroll
- * Absence Management
- * Human Resource Business Intelligence Analytics

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide

QUESTION: 46

What is used to associate content items and content types with each other?

- A. Content Relationship
- B. Properties
- C. Subscribers
- D. Skills
- E. Qualifications

Answer: A

Explanation:

The content library provides the foundation for profiles as it stores both content types and content items. Content relationships enable you to associate content items of related content types with each other.

Reference:

Oracle Fusion Applications Common Implementation Guide 11g , Content Type Relationships: Examples

QUESTION: 47

What is the user experience feature of Fusion HCM products that helps you organize and manage person data complexity, and interact with modules through simple standard interfaces?

- A. Manager Dashboard
- B. Embedded Analytics
- C. Portrait Cards
- D. Organization Viewer

Answer: A

Explanation:

Fusion HCM delivers a Manager Dashboard that drives productivity and consistency when managing an integrated workforce.

Note: In a single location, managers are provided with:

- * A comprehensive view of key data for their organization in a hierarchical grid including contact, employment, availability, compensation, and performance information

- * An interactive visual organizational chart that includes:

- / Interactive view of summarized contact, employment, salary, and performance information for direct reports

- / Role based actions initiated from the org chart allowing managers to take appropriate self-service actions on their directs such as promotions, transfers, terminations

- / Access to Managers View of Worker Portraits allowing managers to gain deeper insight into an individual's performance, goals, qualifications, total compensation, and availability trends

- / Simple reporting enabling exports of data to Excel allowing managers to create quick, visual reports of their organization

- * Delivered, configurable embedded analytics that provide decision-making insight. Analytics include reporting at multiple levels giving indirect managers better visibility and control.

- * Analytics that specifically support line managers include:

- / Worker availability schedules

- / Leave balances and financial liability

- / New hire monitoring

- / Performance process monitoring

- * Analytics that support executive level managers include

- / Headcount

- / Turnover

- / Predictive intelligence

- * Real time side by side worker comparisons based on skills, performance, and qualifications as well as the comparison of job profiles. This visual comparison of workers and jobs empowers managers to optimize organizational staffing decisions

- * The ability to identify the most qualified workers with best-fit analysis using weighted search parameters and profile ranking of competencies, licenses, mobility preferences, and experience. This functionality allows a user to find either the most suitable candidate for a job or a job most suitable for an individual. Based on both the employee profile and the organizational talent profile, this algorithm helps users make informed decisions about how the organization may be optimi

Reference:

Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION: 48

You want to analyze the Impact of a promotion on retention, before initiating promotion in the system. What should you use for this analysis?

- A. Change Focus
- B. Integration
- C. My Organization
- D. What-If
- E. Zoom

Answer: D

Explanation:

Note:

*Oracle Fusion HCM gives you the ability to finally see into the future, analyzing worker performance potential, risk of attrition, and enabling what-if analysis on ways to improve your workforce.

* The effect of any changes made to the what-if-analysis attributes on current performance and voluntary termination predictions is calculated, and new predictions appear. The attribute changes are not applied to the worker's records; however, you can save the what-if analysis as a worker plan for later retrieval.

Reference:

Oracle Fusion Applications Workforce Deployment, Human Resources Guide,

QUESTION: 49

A person has already applied for an employment opportunity with a legal employer in the past. The person reapplies after sometime for an opportunity with a different legal employer in the same enterprise. The person while applying for the second time provides a new national identification value. What option should you have as an HR Specialist to check if there is already a matching record existing in the system?

- A. The HR Specialist does not have to do anything. The application will save the person record and there will be two person records available for further processing.
- B. The application will identify a match if the first name, the first character of the last name, and the date of birth are the same and if the last name, the first character of the first name, and the date of birth are the same. The HR Specialist will need to identify the record to be the same and proceed further.

C. The application will identify a match if the first name, the first character of the last name, and the date of the birth are the same. The HR Specialist will need to identify the record to be same and proceed further.

D. The HR specialist does not have to do anything. The application will identify a matching record the moment a second record is entered in the system.

Answer: B

Explanation:

Note: Real-Time Matching Service

During the data entry process, the Real-Time Matching Service finds all possible duplicate records that may exist in the trading community registry for an entered record, and assigns a match score to each potential duplicate identified.

Consuming Applications

Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

QUESTION: 50

Select three countries that have initial country localization support offered by Oracle Fusion HCM.

- A. United States
- B. United Kingdom
- C. France
- D. China E. India
- F. Mexico
- G. Australia

Answer: A, B, D

Explanation:

Oracle Fusion Global Payroll currently delivers pre-configured localizations for China, Saudi Arabia, United Arab Emirates, United Kingdom and the United States.

Reference:

Oracle Fusion Global Payroll, International Hr/Payroll, And Global Payroll Interface, Oracle Data Sheet

QUESTION: 51

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier to each instance of the competency so that you can determine who provided what rating?

- A. Rating model
- B. Content subscriber
- C. educational establishment
- D. Instance Qualifier
- E. Content library

Answer: D

Explanation:

You assign instance qualifiers to content types. Instance qualifier sets uniquely identify multiple instances of a content item on a profile. For example, if multiple people update a performance rating for a competency on a worker's profile, instance qualifiers provide a unique identifier to each instance of the competency so that you can determine who provided each rating.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Instance Qualifier Sets

QUESTION: 52

As the HR Manager of your organization you are required to perform certain changes on assignment related data of workers.

Identify four action types that are predefined as part of the action framework for Oracle Fusion

HCM that will help you track the changes done on workers' assignment records.

- A. Hire an Employee
- B. Promotion
- C. Termination
- D. Move Department
- E. Periodic Grade Increase

Answer: A, B, C, D

QUESTION: 53

As an HR Specialist in your company, you are responsible for setting 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 Distributions tab is used only by which Oracle Fusion product in determining target distributions?

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

Answer: C

Explanation:

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Manage Target Ratings Distribution

QUESTION: 54

Identify four benefits of the Oracle Fusion HCM Person Model.

- A. global person support
- B. multiple employment support
- C. up-to-date business requirement
- D. separation of legislative data
- E. cleaner separation of product architecture
- F. upgrade is easier
- G. separation of attributes with many-to-many relationship with person

Answer: A

Explanation:

Note:

* Fusion HCM is based on research driven latest functional architecture. The foundation areas like person, employment and workstructures are rewritten using Global Person model, 3-Tier employment model and Enterprise structures models. Fusion HCM can support multi tenancy (MT) using its enhanced architectural capabilities.

* Because Oracle Fusion HCM has a single people model underpinning every module, it preserves a single, consistent, master employee record across every HR process, from payroll and benefits through to learning and development. It can accurately reflect even the most complex organizational hierarchies, including cross-border reporting lines, multiple reporting lines and globally-dispersed teams. The single view of each person also makes it easy to monitor and ensure compliance with the relevant employment laws for every employee, in every country.

QUESTION: 55

Identify the set of enabled objects that are used for partitioning reference data.

- A. legal entity, department, division, location
- B. jobs, grades, salary plan, rates
- C. enterprise, legal entity, business unit, position
- D. department, location, jobs, grades

Answer: D

Explanation:

When you set up an HCM coexistence environment, you must identify the reference data sets you need. Reference data sets provide a mechanism for separating and sharing definitions of specific business objects among business units. The set-enabled business objects that are relevant to all uses of HCM coexistence are locations, grades, jobs, and departments.

Note: Reference data sharing facilitates sharing of configuration data such as jobs and payment terms, across organizational divisions or business units. You define reference data sets and determine how the data is shared or partitioned. Use reference data sets to reduce duplication and maintenance by sharing common data across business entities where appropriate. Depending on the requirement (specific or common), each business unit can maintain its data at a central location, using a set of values either specific to it or shared by other business units.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide,
Data Sets for HCM Coexistence: Points to Consider

QUESTION: 56

You are about to process the transfer for an employee. You realized that an appropriate action reason not available in the Action Reason field after entering the value in the Action field. What must you do to proceed with the transfer process?

- A. Customize the UI and Business Process for this because user defined Action Reasons are not allowed.
- B. Handle this scenario manually.
- C. Create a new user defined Action Reason because the creation of user-defined Action Reasons is allowed.
- D. Do the updates from the back end because the UI does not support this.

Answer: C

Explanation:

Note: Action Reason

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff. The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

QUESTION: 57

Can a person have a contingent work relationship type with two different legal employers at the same time?

- A. A person cannot have the same work relationship type at the same time with two different legal employers.
- B. A person can have the same work relationship type with two different legal employers at the same time.
- C. A person needs to end the work relationship type with one legal employer before starting a similar work relationship type with another legal employer.

D. A person can never have the same work relationship type with two different legal employers.

Answer: A

Explanation:

Note: contingent worker

A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration. Any person who has a contingent worker work relationship with a legal employer is a contingent worker.

QUESTION: 58

An enterprise operates in a country where contract information is required for the employees. What kind of employment model can an enterprise use?

- A. multiple assignments
- B. single assignment with contracts
- C. single assignment
- D. multiple assignment with contracts
- E. CONTRACT ASSIGNMENT

Answer: B

Explanation:

Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without having to use a three-tier employment model.

Note: The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

- * Single Assignment
- * Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without having to use a three-tier employment model.

- * Multiple Assignments

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, The Two-Tier Employment Model: Explained

QUESTION: 59

You are a consultant hired to implement Profile Management. One of the requirements is to track the corporate citizenship activities of all employees and rate them on their involvement in the organization.

What five actions should be taken?

- A. using a seeded rating model
- B. creating a new rating model
- C. creating a non-free-form content type
- D. creating a free-form content type
- E. creating content items
- F. adding the content type to the HRMS content subscriber code
- G. adding the content type to the person profile type

Answer: B, C, E, F, G

Explanation:

Creating Content Types and Content Items: Worked Example

This example demonstrates how to set up a new content type and content items to track the corporate citizenship activities of your workers so that you can rate them on their involvement in the organization. This example also demonstrates how to set up a rating model to be used with the content type and add the new content type to the person profile.

To track corporate citizenship for your workers, complete the following tasks:

* Create a rating model. (B) Note (B, not C):

Can a predefined rating model be used to rate corporate citizenship?

No. The predefined rating models do not have relevant rating descriptions.

* Create a content type. (C, not D)

Should the content type be a free-form content type?

No. Content items are needed, and the content should be stored in the content library.

* Create content items. (E)

* (F) When the content type is added to the person profile as a content section, what properties should the fields contain?

Both the Comments field and the Company Contribution fields should display in the detail view of the content section, they should be required, and they should be included in search results.

* Add the content type to the person profile type. (G)

In order to be visible on the person profile, the new content type must be added to the HRMS content subscriber code.

Reference:

Oracle Fusion Applications Marketing Implementation Guide 11g, Creating Content Types and Content Items: Worked Example

QUESTION: 60

You are implementing Oracle Fusion HCM and you make regular updates to your HR Data. For tracking these updates, you are using Data Tracking, which is a means of manipulating a history of changes to personal records. A user can date track by setting an “Effective Date”. An effective date is at a particular point in time when a person’s record is effective.

Identify the three valid statements regarding effective date. A. Effective date enables you to maintain history of data. B. Effective date is the date on which you create the date. C. Effective date specifies when the data goes into effect.

D. Effective date ensures that the data is valid at a given point of time.

E. Effective date feature is applicable to all the HR objects.

Answer: A, C, D

QUESTION: 61

You are given the task of identifying the ongoing maintenance activities that can be performed from the Work Structure work area. Identify five valid options.

- A. Manage Enterprise
- B. Manage Department
- C. Manage Business Unit
- D. Manage Professional Bodies
- E. Manage Reporting Establishment
- F. Manage Legal entities
- G. Manage Legislative Data Groups
- H. Manage Disability Organizations
- I. Manage Division

Answer: A, B, C, F, G

Explanation:

Note: Identifying the Work Structures

You identify each of the work structures using a security profile of the relevant type.

To identify:

- * Departments (B), business units (C), and legal employers (F), you use organization security profiles
- * Positions, you use a position security profile
- * LDGs (G), you use an LDG security profile
- * Payrolls, you use a payroll security profile

These security profiles are reusable: you can include them in any person security profile where they can identify the relevant data instance set of person records. The person security profile inherits the data instance set of any security profile that you include.

QUESTION: 62

For security implementation, the IT Security Manager Job role hierarchy includes the Data Access Administration Duty role, which is entitled to manage data access. For which task is the "Manage Data Access Sets Task" used?

- A. securing a common object such as an attachment category of a profile option
- B. viewing, treating, or updating data access sets used to secure ledger and ledger sets
- C. viewing, creating, or changing a data roles template
- D. creating data and function roles In Request management
- E. nothing; cannot be used anywhere

Answer: B

Explanation:

Manage Data Access Sets

Data access sets define a set of access privileges to one or more ledgers or ledger sets.

The information on ledgers that are attached to data access sets are secured by function security. Users must have access to the segment values associated with the data access sets to access the corresponding GL account.

In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Access Administration Duty role, which is entitled to manage data access sets (the entitlement is Define General Ledger Data Access Set). This entitlement provides the access necessary to perform the Manage Data Access Sets task in General Ledger.

Reference:

Oracle Fusion Applications Security Guide, Manage Data Access Sets

QUESTION: 63

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