



1Z0-218^{Q&As}

PeopleSoft Human Resources 9 Fundamentals

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QUESTION 1

You have implemented Benefits Administration for your customer. You processed a job row on job data dated 1/15/2007 for the employee but no event was created on BAS Activity. You missed a setting on the installation table.

- A. You missed setting the Start Date for Ben Admin on the Installation Table to precede the job action.
- B. You missed selecting the Human Resources check box on the Products tab on the Installation Table.
- C. You missed selecting the Retroactive Benefits/Deductions check box on the Product Specifics tab on the Installation Table.

Correct Answer: A

QUESTION 2

Using components of pay is a PeopleSoft Human Resources function that enables organizations to define single or multiple rates of pay, represented by Comp Rate (compensation rate) codes to identify what make up a workers compensation package. The Comp Rate Code table page provides organizations with three capabilities: , and . (Choose three.)

- A. create base pay and non-base pay Rate Codes
- B. create minimum, midpoint, and maximum rates for each Rate Code
- C. define step increment advancement by hours and months for each Rate Code
- D. identify Rate Code types, such as a flat rate, an hourly rate, a percentage, or a point system
- E. categorize Rate Code by class to simplify searching throughout the system for specific Rate Codes

Correct Answer: ADE

QUESTION 3

Identify the four main components in setting up hiring templates. (Choose four.)

- A. Copy Template
- B. Template Section
- C. Template Creation
- D. Template Record/Field
- E. Template Category Table



Correct Answer: BCDE

QUESTION 4

Company XYZ drives PeopleSoft Enterprise Human Resources by Positions. Which three statements are true? (Choose three.)

- A. Job Codes and positions are the same.
- B. Job Codes have one-to-many relationship with workers.
- C. Within a single Job Code, you can have only a single Position.
- D. Within a single Job Code, you can have a number of Positions.
- E. Within a single Position, you can have a number of Job Codes.
- F. Job Codes need to be created for general grouping or job classification.

Correct Answer: BDF

QUESTION 5

In which two scenarios would you use Role-based data permission security method as compared to Tree based? (Choose two.)

- A. Your organization is not hierarchical.
- B. Your organization structure is hierarchical.
- C. Users have access to data for people in specific areas of the organization.
- D. You want a flexible way to grant security access to a person outside a department.
- E. Your security structure is based largely on the organizational department structure.

Correct Answer: AD

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