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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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

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 workrelationship 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 2

As an implementation consultant, you are required to explain the differences between person numbers and worker numbers to the client's Super User. Which two options best describe the difference between person numbers and worker numbers?

- A. A. The person number is the person record's unique ID when you create the record. Worker numbers identify



employee and contingent worker work relationships.

B. The person number is allocated automatically when you create the record. Allocation of worker numbers can be either automatic or manual.

C. The person number is the person record's ID when you create the record. Person number may not be unique in the enterprise. Worker numbers identify employee and contingent worker work relationships. A person with multiple such relationships has multiple worker numbers.

D. The person number is allocated wither automatically or manually, when you create the record. Allocation of worker number can be either automatic or manual.

Correct Answer: AB

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person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

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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 workrelationship 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 3

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

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 4

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

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 5

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

Correct Answer: ABCFG

Note: Identifying the Work Structures

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

To identify:

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Departments (B), business units (C), and legal employers (F), you use organization security profiles

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Positions, you use a position security profile

*

LDGs (G), you use an LDG security profile

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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.

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