1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

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

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:

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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

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

QUESTION 2

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

Correct Answer: ABCF

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:

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 Payroll

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 Absence Management

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 Human Resource Business Intelligence Analytics Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide

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QUESTION 3

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization. What approach will you recommend to meet this requirement?

A. Set the values in the employment terms and prevent override at assignment level.

B. Don\\'t set the value, in employment terms and prevent override at assignment level.

C. Set the values in employment terms and allow override at assignment level.

D. Don\\'t set the values in employment terms and allow override at the assignment level.

Correct Answer: A

Preventing Override at the Assignment Level

If you prevent override at the assignment level, then users cannot update assignment attribute values inherited from employment terms. This approach is recommended if you want to enforce particular assignment attribute values.

The restriction applies only to attribute values that users specify on the employment terms, and they can specify as many or as few attributes as required at that level. Any value that users omit from the employment terms can be updated without restriction at the assignment level.

Note: If you use the three-tier employment model, assignments inherit most attribute values from the associated employment terms. For example, if you set the assignment category to full-time in the employment terms, then all assignments associated with those employment terms are full- time by default. For the enterprise or legal employer, you specify whether attribute values inherited from employment terms can be overridden at the assignment level. Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Employment Terms Override: Explained

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QUESTION 4

Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions.

Identify the correct method of defining the grade and grade rates.

A. Link grades with a common set and associate grade rates with legislative data group for each region.

B. Create grades and grade rates specific to each country and associate them with respective business units.

C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.

D. Link grades and associate grade rate with a common set.

Correct Answer: C

You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.

Note:

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Legislative data groups are a means of partitioning payroll and related data. At least one legislative data group is required for each country where the enterprise operates. Each legislative data group is associated with one or more payroll statutory units.

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Oracle Fusion Payroll is organized by legislative data groups. Each legislative data group marks a legislation in which payroll is processed, and is associated with a legislative code, currency and its own cost key flexfield structure. A legislative data group is a boundary that can share the same set up and still comply with the local laws. It can span many jurisdictions as long as they are within one country, and contain many legal entities that act as payroll statutory units. Each payroll statutory unit can belong to only one legislative data group.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Grade Rates: Explained

QUESTION 5

As an HR Administrator, you have been trained to enter the details of a person who will be hired or start as a contingent worker, in the application. Identify the three options which are correct for the worker type - pending worker.

A. A person for whom you create a person record that is effective before the hire date.

B. A person who already has a person record, cannot be a pending worker.

C. An employee number is associated with a pending worker.

D. A person number is associated with a pending worker.

Correct Answer: ABD

A: pending worker

A person who will be hired or start a contingent worker placement and for whom you create a person record that is effective before the hire or start date.

Note:

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worker type

A classification selected on a person\\\'s work relationship, which can be employee, contingent worker, pending worker, or nonworker.

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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.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide, Glossary

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