1Z0-418 Q&As

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

As a Line Manager, you often make use of the Voluntary-termination and performance predictions to abreast of worker dynamics and be able to take corrective actions. You are aware that these predictions are based on specific attributes from an employee record.

At what level are most of the attributes required for the analysis held?

A. Most of the attributes are held at the payroll level.

B. Most of the attributes are held at the setup level.

C. Most of the attributes ate held at the job level.

D. Most of the attributes are held at the assignment level.

Correct Answer: D

Voluntary-termination and performance predictions are based on specific attributes from a worker\\'s personal, employment, absence, compensation, and talent management information, most of which are held at the assignment level.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Predictive Attributes: Explained

QUESTION 2

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

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 3

The HCM Security profile defines data security conditions on instances of object types, such as per records, positions, and document types_____.

A. through authorization from reading secured data

B. without requiring users to enter SQL code

C. with the help of users by entering SQL code

D. without role provisioning

E. through role provisioning

Correct Answer: B

An HCM security profile defines data security conditions on instances of object types such as person records, positions, and document types without requiring users to enter SQL code.

Reference: Oracle Fusion Applications Security Guide 11g, Data Security: Explained

QUESTION 4

Select three statements regarding Workforce Directory management.

A. Provides a graphical organization chart that shows an easy and fully integrated view of all information related to an employee

B. Is designed to support workers that provides access to a 360-degree view point-in-time evaluation of worker performance

C. Has powerful keyword search that provides access to a 360-degree view of the employee

D. Is designed to house all data, including talent data and data from other Oracle and third-party HR applications

E. Support development plans for employees to track their personal growth and career development

F. Provides a collaborative framework that allows workers to build their own internal social network and connect with other domain experts and colleagues with similar interests

Correct Answer: ACE

A: Oracle Fusion Workforce Directory Management\\'s graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface.

C: A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc).

E:

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Enable managers to make effective decisions using an intuitive, interactive visual organization chart, rich with data

*

Empower users to establish relationships across the organization

*

Enable workers to focus on individual growth while aligning with organizational objectives Reference: Oracle Fusion Talent Management Base (Workforce Directory Management), Oracle Data Sheet

QUESTION 5

Which Oracle Fusion Middleware product is required to enable single sign-on?

A. Oracle Access Manager

B. Oracle Identity Management

C. LDAP

D. Oracle Business Rules

E. Oracle Security Management

Correct Answer: A

Single Sign-On Options

Following are the options available for a single sign-on solution:

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Use Oracle Access Manager 11g.

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Use an existing Oracle Single Sign-On 10g 10.1.2.3.

*

Use an existing Oracle Single Sign-On 10g 10.1.4.3.

*

Install a new Oracle Single Sign-On 10g 10.1.2.3 as part of Oracle Identity Management 10g 10.1.2.3.

*

Install a new Oracle Single Sign-On 10g 10.1.4.3 as part of Oracle Identity Management 10g 10.1.4.3.

Note 1:

Oracle recommends that you consider upgrading to Oracle Access Manager 11g Single Sign on solution to take advantage of additional functionality and architecture. Note 2: Oracle Platform Security Services comprise Oracle WebLogic

Server\\'s internal security framework. A WebLogic domain uses a separate software component called an Authentication Provider to store, transport, and provide access to security data. Authentication Providers can use different types of

systems to store security data. The Authentication Provider that WebLogic Server installs uses an embedded LDAP server.

Oracle Fusion Middleware 11g supports new single sign-on solutions that applications can use to establish and enforce perimeter authentication:

*

Oracle Access Manager solutions

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Oracle Single Sign-On (OSSO) solution Customers must carefully choose the solution appropriate to their needs. Selecting the right SSO solution requires careful consideration and depends upon your requirements Reference: Oracle Fusion Middleware Application Security Guide 11g, Introduction to Single Sign-On in Oracle Fusion Middleware

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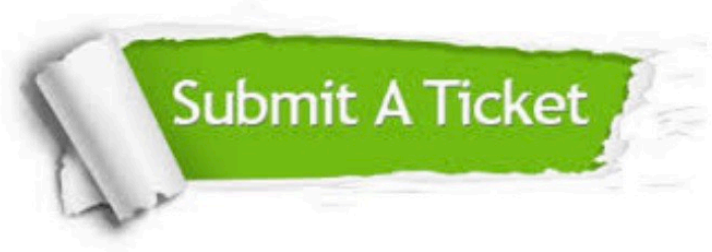

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