1Z0-418 Q&As

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

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.

Correct Answer: A

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 2

What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

A. data security

B. provisioning

C. segregation of duties

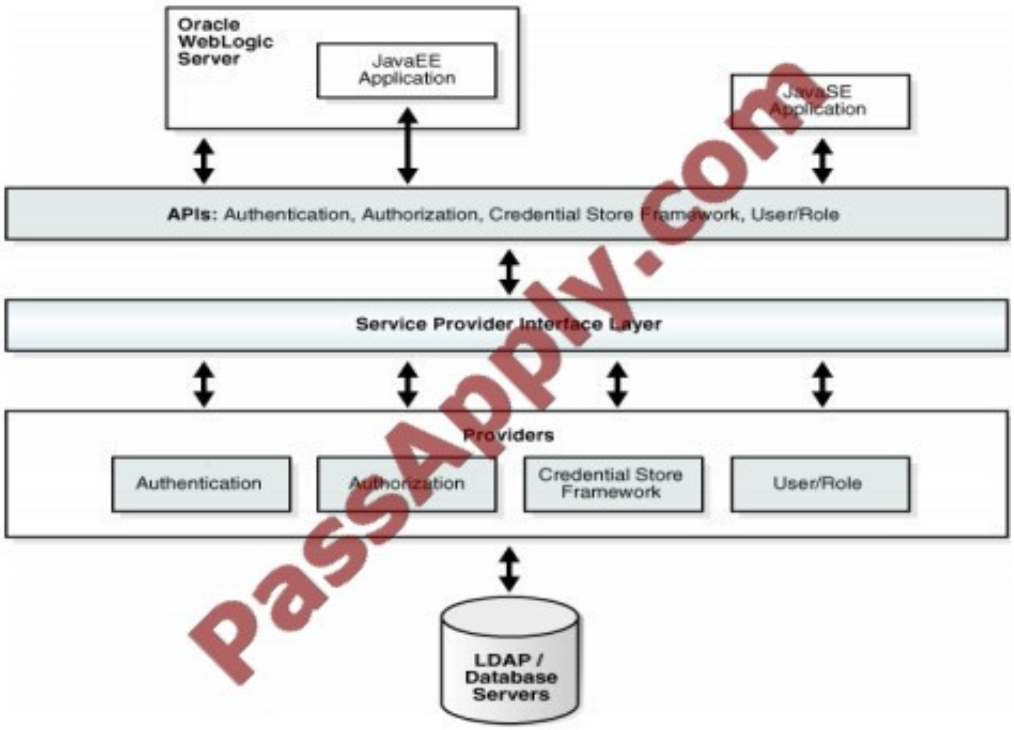
D. web services and WebPages

E. confidential data

Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards-based, portable, integrated, enterprise-grade security framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.



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QUESTION 3

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

Correct Answer: C

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 4

What are the five key principles of security in Oracle Fusion Applications?

A. Least Privileges

B. Segregation of Duties

C. Containment

D. Transparency

E. Assured Revocation

F. Revamping

G. Easier Lifecycle management

Correct Answer: ABCDE

QUESTION 5

You want to track changes to certain Human Capital Management (HCM) records, for example, changes to employment and assignment records. You want to create your own actions and associate them with the predefined action types. Identity two correct statements regarding actions

A. User defined actions can be created and linked to predefined action types.

B. Actions should always have an action reason associated.

C. Only one action can be associated with action type.

D. Actions can be launched from the organization chart page and are controlled by data security.

E. Actions are not a mandatory work structure.

Correct Answer: AD

A: 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.

Incorrect answers:

B: 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.

C: 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.

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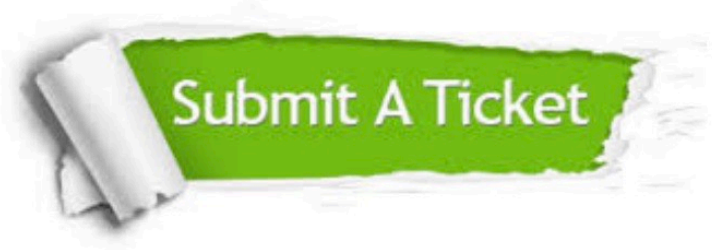

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