1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

If multiple people update a performance rating for a competency on a worker\\'s profile, what is used to provide a unique identifier to each instance of the competency so that you can determine who provided what rating?

A. Rating model

B. Content subscriber

C. educational establishment

D. Instance Qualifier

E. Content library

Correct Answer: D

You assign instance qualifiers to content types. Instance qualifier sets uniquely identify multiple instances of a content item on a profile. For example, if multiple people update a performance rating for a competency on a worker\\'s profile, instance qualifiers provide a unique identifier to each instance of the competency so that you can determine who provided each rating.

Reference: Oracle Fusion Applications Marketing Implementation Guide 11g, Instance Qualifier Sets

QUESTION 2

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

A. Define Telnet > manage Profile Types

B. Define Telnet Profile Content > Manage Content Subscribers

C. Define Telnet Profile Content > Manage Profile Content Items

D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools. Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

QUESTION 3

The information on the Overview tab of Navigator > Career > Profiles is similar to which card within the Person Gallery work area?

A. Experience and qualification

B. Activities and interests

C. Development and growth

D. Career planning

E. Availability

Correct Answer: D

Note:

* The Person Gallery modular layout with layering enables users to zoom to more information in one click without leaving the work space.

QUESTION 4

Identify two valid options for configuring Legislative Data Groups.

A. None, because the configuration of Legislative Data Groups is optional.

B. Minimum one for each country in which the enterprise operates.

C. Add Legislative Data Groups if extremely diverse payroll setup exists within the enterprise.

D. The number of t he Legislative Data Group and the Legal Employer should be the same.

E. The number of the legislative Data Group and the Tax Reporting Group should be the same.

Correct Answer: BD

B: Create a legislative data group for each currency in which you pay workers.

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.

D: 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 Coexistence for HCM Implementation Guide 11g, Legislative Data Groups: Explained

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QUESTION 5

You want to use the tree management feature to organize data into hierarchies. Identify the seeded tree structures.

A. organization, position, division, geographies

B. organization, position, department, geographies

C. organization, job, department, geographies

D. organization, job, division, geographies

E. organization, position, division, establishment

Correct Answer: C

Note:

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 Oracle Fusion Human Capital Management (HCM) uses trees to model organization hierarchies. It provides seeded tree structures for department and other organizational hierarchies that can include organizations with any classification.

*

 Oracle Fusion tree management allows data in applications to be organized into a hierarchical fashion, and allows you to create tree hierarchies based on specific data.

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