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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Your company is planning to move its HR system from a legacy application to Fusion. You are looking at a deployment option that allows you to be free from maintaining the infrastructure and applications and gives you more flexibility in terms of upgrading to latest releases of Fusion Applications. You are not expecting any large customizations to be done.

What is the best deployment model you can opt for?

- A. On-Premise
- B. SaaS
- C. Hosted
- D. Homegrown
- E. Hybrid

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service (SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved independent software vendors (ISVs), hosting services providers and the customers. The technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS Platform consisting of virtualization, database, middleware and management software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference: HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

QUESTION 2

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

- A. Improved productivity, manageability, and responsibility
- B. Improved extensibility, responsibility, and functionality
- C. Improved productivity, adaptability, and manageability
- D. Improved sustainability, adaptability, and extensibility
- E. Improved adaptability, extensibility, and functionality

Correct Answer: B

Extensibility: Be able to customize and extend Oracle Fusion CRM applications.

Responsibility through Roles.

Functionality: Function security.



Incorrect answers:

A, C: Productivity is not related to security.

Note: Oracle Fusion Applications is secure as delivered.

The security approach consists of tightly coordinating the following aspects of security.

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Role-based access control (RBAC)

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Function security

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Data security

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Privacy

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Access provisioning and identity management

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Segregation of duties policies

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Enforcement across tools, technologies, data transformations, and access methods

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Enforcement across the information life cycle Reference: Oracle Fusion Applications Security Guide

QUESTION 3

Your company is using Oracle E-Business Suite 11.5.10 HRMS for HR, Payroll, and Benefits.

You are looking for a strategic way to upgrade your applications and the main factors for consideration are return on Investment and minimal risk.

In the role of a Business Analyst you have been asked to evaluate the options for upgrading to R12 and moving to Oracle Fusion Applications?

What is the first step in the road map to move to Oracle Fusion Applications?

A. Move Payroll and Benefits to Oracle Fusion. Adopt the coexistence model with HR on EBS 11.5.10.

B. Evaluate R12 for the value it would add to the current investment.



C. Move all the applications to Oracle Fusion.

D. Move any of the core modules, such as HR, payroll, or benefits, to Oracle Fusion. Later, move other modules to Oracle fusion.

Correct Answer: B

An assessment of current business requirements and solutions should be conducted before a coexistence model is proposed. A coexistence model may be implemented as part of a phased approach toward establishing an entire Oracle Fusion Applications footprint.

Reference: Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

QUESTION 4

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

*

Absence Management

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

QUESTION 5



Identify the correct option regarding the status of a person who has a nonworker work relationship (for example, an external trainer) with a legal employer, and applies for an employment with the same legal employer and gets hired as an employee

- A. The person will no longer have a nonworker work relationship and will have only an employee work relationship with the legal employer.
- B. The person will have both nonworker and employee, work relationship with the legal employer.
- C. The person will have only the employee work relationship with the legal employer.
- D. The person continues to retain the nonworker work relationship with the legal employer.

Correct Answer: B

Note:

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nonworker

A person, such as a volunteer or retiree, who is not engaged in the core businesses of the enterprise or legal employer but who may receive payments from a legal employer. Any person who has a nonworker work relationship with a legal employer is a nonworker.

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work relationship

An association between a person and a legal employer, where the worker type determines whether the relationship is a nonworker, contingent worker, or employee work relationship.

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