



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

Pass Oracle 1Z0-418 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/1z0-418.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

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:

*

Use Oracle Access Manager 11g.

*

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

*

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

QUESTION 2

Select the three products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Rewards.

A. Compensation Management

B. Time and Labor

C. Incentive Management

D. Benefits Management

E. Global Payroll

F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards.

Note: Workforce Rewards benefits include: Compensation Planning and Simulation

*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

*

Define compensation plan eligibility groups and base and incentive pay rules.

*

Design pay structures with the optimal mix of base and incentive pay.

*

Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 3



A worker in the enterprise has multiple active work relationship and lives in the UK where, the worker has an employee work relationship with a legal employer A. The worker has a contingent worker work relationship with a legal employer B in Europe.

Identify three correct options to manage the person's record

- A. The HR Specialist for A can manage the worker's employee work relationship.
- B. The HR Specialist for B can manage the worker's contingent worker work relationship.
- C. Both the HR Specialists can manage all the components of the worker's record.
- D. The HR Specialist for A cannot manage the worker's employee work relationship
- E. The HR Specialist for B cannot manage the worker's contingent worker work relationship.

Correct Answer: ACE

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

Identify the framework for developing and managing talent profiles that meet your industry or organizational requirements.

- A. Talent Review
- B. Performance Management
- C. Profile Management
- D. Goal Management

Correct Answer: C



Profile management provides a framework for developing and managing talent profiles that meet your industry or organizational requirements.

Reference: Oracle Fusion Applications Sales Implementation Guide, Profile Management:

Explained

[1Z0-418 PDF Dumps](#)

[1Z0-418 Practice Test](#)

[1Z0-418 Study Guide](#)



To Read the [Whole Q&As](#), please purchase the [Complete Version](#) from [Our website](#).

Try our product !

- 100% Guaranteed Success
- 100% Money Back Guarantee
- 365 Days Free Update
- Instant Download After Purchase
- 24x7 Customer Support
- Average 99.9% Success Rate
- More than 800,000 Satisfied Customers Worldwide
- Multi-Platform capabilities - [Windows](#), [Mac](#), [Android](#), [iPhone](#), [iPod](#), [iPad](#), [Kindle](#)

We provide exam PDF and VCE of Cisco, Microsoft, IBM, CompTIA, Oracle and other IT Certifications. You can view Vendor list of All Certification Exams offered:

<https://www.passapply.com/allproducts>

Need Help

Please provide as much detail as possible so we can best assist you.
To update a previously submitted ticket:



 <p>One Year Free Update Free update is available within One Year after your purchase. After One Year, you will get 50% discounts for updating. And we are proud to boast a 24/7 efficient Customer Support system via Email.</p>	 <p>Money Back Guarantee To ensure that you are spending on quality products, we provide 100% money back guarantee for 30 days from the date of purchase.</p>	 <p>Security & Privacy We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information & peace of mind.</p>
---	---	--

Any charges made through this site will appear as Global Simulators Limited.
All trademarks are the property of their respective owners.
Copyright © passapply, All Rights Reserved.