1Z0-418Q&As

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup.

Identify the correct sequence of steps to be followed for this setup.

A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.

B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.

C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.

D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Correct Answer: B

The following figure and chart describes the Business Process Model structures and activities.

Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Enterprise Structures Business Process Model: Explained

QUESTION 2

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

A. First Name

B. Passport Number

C. Smoke Status

D. Business Email Address

E. Bank Account Number

Correct Answer: BDE

QUESTION 3

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

A. Manage Business Units

B. Manage Divisions

C. Manage Enterprise

D. Manage Departments

E. Manage Legislative Data Groups

F. Manage Legal Entity

G. Manage Professional Bodies

Correct Answer: BCDEF

QUESTION 4

Identify the correct statements related to support for descriptive flexfields in Profile Management. Select three.

A. Descriptive flexfields are enabled out of the box for business object "Education Establishments".

B. Descriptive flexfields are supported but not enabled out of the box for business object "Education Establishments".

C. Descriptive flexfields are supported for business object "Rating Models".

D. Descriptive flexfileds are supported for business object "Rating Levels".

E. Descriptive flexfields are enabled out of the box for business object "Content Items" and "Profile Items"

Correct Answer: ACE

Note:

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Descriptive flexfields (DFFs) allow you to extend Oracle applications to meet business requirements without the need for programming. You can use descriptive flexfields in the Oracle Trade Management UI to gather information , important and unique to your business, that would not otherwise be captured.

*

Two business objects in Profile Management that support Descriptive Flexfields are Education Establishments and Content Items.

You can customize a descriptive flexfield to capture just the information your organization needs. The flexfield structure can depend on the value of a context field and display only those fields (segments) that apply to the particular type of context.

QUESTION 5

The HR Administrator/Line Manager has entered the details of a potential hire. However, the application indicates the existence of a duplicate person record.

Which three actions can the HR Administrator/Line Manager take?

A. rehire the employee

B. delete the duplicate record

C. no action (Employee Work Relation Exists)

D. append the last name with the number of duplicate records found

E. create a new work relationship

F. modify the existing work relationship to reflect the new one

Correct Answer: ABF

Note:

Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through

their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match

score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

Reference: Oracle Fusion Applications Customer Data Management Implementation Guide 11g, Consuming Applications

QUESTION 6

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

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Empower users to establish relationships across the organization

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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 7

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type.

Identify the three correct statements related to a person profile for the above scenario.

A. Each employee can have two Person Profiles.

B. Each employee can have only one Person Profile.

C. Person Profile is automatically associated with the Core HR person.

D. Person Profile is created automatically whenever a person record is created in Core HR.

E. Person profile is created automatically whenever a user attempts to access a person\\'s profile for the first time.

F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For

example, a person profile might contain information about a person\\'s education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

QUESTION 8

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.

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

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

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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:

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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

QUESTION 9

Which three concerns of ERP Customers are addressed by Oracle Fusion Applications?

A. managing Users and Entitlements

B. Role Based Access Control

C. Governance, risk, and compliance

D. Service oriented security

E. User access and password management

F. Browser security

Correct Answer: ABC

B: Role-based experience, tested by the world\\'s leading organizations.

C: Oracle Fusion Governance, Risk, and Compliance (GRC), a component of the Oracle Fusion Applications suite, sets a new standard for risk management and compliance. Note: ERP: Enterprise Resource Planning

QUESTION 10

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 11

What are the three ways in which Oracle Authorization Policy Manager may be used to create and administer data security policies?

A. a database resource that references a foreign key corresponding to the database table or view of the business object to be secured

B. a role that has been provisioned with the users who can perform the granted actions

C. a rule (also known as a condition) to define the available row instances in the form of a SQL predicate or simple filler (stored as XML) defined on the rows of the database resource

D. a role that has been provisioned with the users who can perform all actions without grant

E. one or more actions (such as view, edit, or delete) performed on database records that correspond to the operations supported by the business object, and which may include custom operations

Correct Answer: BDE

The Basic Security Artifacts An application stripe is a logical subset of the domain policy store where the application policies are kept. The first distinction among security artifacts accessible with Authorization Policy Manager is between global and application-specific artifacts. Global artifacts include users, external roles, and system policies and they apply to all application stripes. Even though system policies are stored in the domain policy store, in this release, Authorization Policy Manager does not support viewing or managing system policies. System policies are instead managed with Fusion Middleware Control, as explained in Oracle Fusion Middleware Application Security Guide. Application-specific artifacts include the resource catalog, application policies, application roles, and role categories, and they apply to just an application stripe.

Note: Authorization Policy Manager does not support the management of users and external roles; these artifacts can only be viewed with the tool. Their provision and management is typically accomplished using Oracle Identity Manager. Changes to the identity store are immediately visible in Authorization Policy Manager.

Reference; Oracle Fusion Middleware Administrator\\'s Guide for Authorization Policy Manager, The Basic Security Artifacts

QUESTION 12

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identity three possible reasons for the system error

A. There are assignment records of one or more employees associated with this grade

B. The grade has grade rates defined.

C. The grade is linked to a grade ladder.

D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC

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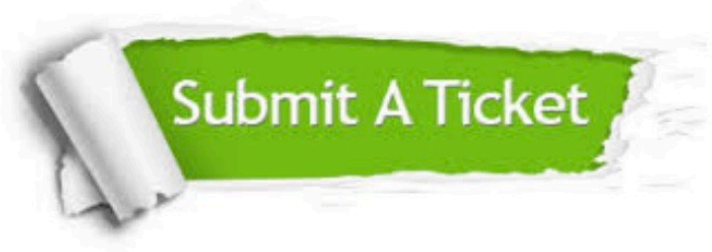

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