



Vendor: Oracle

Exam Code: 1Z0-418

Exam Name: Oracle Fusion Global Human Resources 2014
Essentials

Version: DEMO

QUESTION 1

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

Answer: D

Explanation:

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

QUESTION 2

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information.

You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date.

Identify the three possible values for this profile.

- A. Once
- B. Never
- C. Not now
- D. Not Today
- E. Always

Answer: ABE

QUESTION 3

There are two legal employers identified for your current application implementation.

The legal employers have inherited the number generation method set at the enterprise.

However, there is a need to override the number generation method at the legal employer level.

Identify two options where an override can be done.

- A. No condition. The worker generation method Can be changed to automatic at any time.
- B. The employment model selected should be a two-tier one.
- C. No employee or contingent worker work relationships should exist for that legal employer.
- D. The employment model selected should be a three-tier one.
- E. Manual worker-number generation for a legal employer can be selected any time.

Answer: CD

Explanation:

All legal employers automatically inherit the enterprise number-generation method. You can override the number-generation method at the legal employer level, as follows:

- (C) You can select automatic worker-number generation for a legal employer, provided that no employee or contingent worker work relationships exist for that legal employer.
- (E) You can select manual worker-number generation for a legal employer at any time.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Setting the Number-Generation Method for a Legal Employer

QUESTION 4

You hired a female employee on January 1, 2011. This employee got married on June 12, 2011. You received a request from the employee on July 11, 2012 to change her last name from the date of her marriage.

You changed the last name of the employee as requested on the same day.

What is the effective start date of personal details displayed by the system as of August 15, 2011?

- A. June 12, 2011
- B. July 11, 2011
- C. January 1, 2011
- D. August 15, 2011

Answer: A

Explanation:

To maintain employee data effectively Oracle HCM is using a mechanism called date tracking. The main motive behind the date track mode is to maintain past, present and future data effectively. The various update date track modes are:

CORRECTION : Over writes the data. No history will maintain. UPDATE : Keeps the history and

new change will effect as of effective date UPDATE_CHANGE_INSERT : Inserts the record and

preserves the future UPDATE_OVERRIDE : Inserts the record and overrides the future

Example:

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24		2

Action: Updated record in CORRECTION mode

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-DEC-4712	24	Single	3

Action: Updated record in UPDATE mode effective 01-JUN-2012 and Marital Status = Married

Effective Start Date	Effective End Date	Employee Number	Marital Status	Object Version Number
01-JAN-2012	31-MAY-2012	24	Single	4
01-JUN-2012	31-DEC-4712	24	Married	5

QUESTION 5

While Implementing Oracle Fusion HCM you would like to use all the seeded Action types available.

Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Answer: ACDF

Explanation:

Note: 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.

- 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.

Note 2: Seeded items are items that are provided out of the box.

QUESTION 6

Identify the work structure that shows the relative rank, level, and status of an employee.

- A. Grade Ladder
- B. Grade Rates
- C. Payscale
- D. Grade step progression
- E. Grade

Answer: A

Explanation:

Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

QUESTION 7

Your organization is a large scale manufacturing company currently using Oracle Applications 12.1.1 (EBS R12) for HR, payroll, and Benefits.

You have a number of customizations in EBS R12.

You have decided to upgrade the HR landscape to Oracle Fusion but because the volume of data is huge, you are concerned about data movement, security, and data integrity.

As a Functional Consultant, what would you suggest?

- A. Redo the configuration for the entire setup data in Oracle fusion.
Adopt conversion process for transaction data.
- B. Adopt Oracle Fusion Data Migration solution to move HR setup and transaction data.
There is no delivered solution available for Payroll and Benefits data migration.
- C. Propose a new data migration solution because there is no delivered solution available for

upgrades.

- D. Adopt the Oracle Fusion Data Migration solution to move HR, Payroll, and Benefits setup and transaction data.

Extend the Oracle solution for custom data migration.

Answer: D

Explanation:

Note:

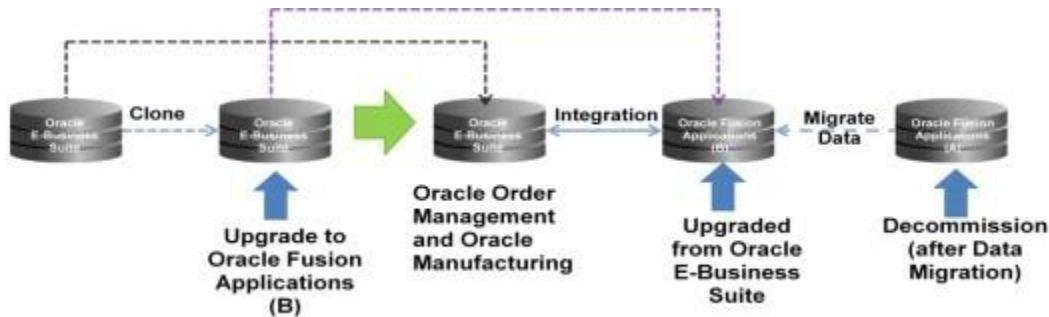
Phase 1

Coexistence.

Phase 2

In Phase 2, a new Oracle E-Business Suite instance is created from a copy of a production Oracle E-Business Suite 12.0.6 instance. This new Oracle E-Business Suite instance is then upgraded to Oracle Fusion Applications (B) with the intent of deploying Oracle Fusion Financials, Oracle Fusion Human Capital Management, and Oracle Fusion Procurement. The data to support Oracle Fusion Accounting Hub is migrated from Oracle Fusion Applications instance (A) to the upgraded Oracle Fusion Applications instance (B). The production instance of Oracle E-Business Suite 12.0.6 will continue to be used for order management, inventory, and manufacturing processes, and integrates with Oracle Fusion Applications (B) through a service-oriented architecture to support these processes in Oracle E-Business Suite.

This phase depends on the availability of upgrade scripts from Oracle E-Business Suite 12.0.6 to Oracle Fusion Applications.



Phase 3

In Phase 3, the entire environment is running Oracle Fusion Applications.

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

QUESTION 8

As an HR Specialist in your company, you are responsible to set up the Performance rating model.

You navigate to Manage Ratings Model and select seeded "Performance Rating Model".

Out of the four tabs available to update, the Review Points tab is used only by which Oracle Fusion product?

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

Answer: C

Explanation:

Note:

- Sum Method

To use this method, the rating models that are associated with the section and its items must define review points. The rating model for the section must also define point ranges (from points and to points). The application converts ratings to review points as defined in the rating model, calculates the total review points, and converts this total into the corresponding review rating for the section by using the point range on the rating model. Weights, and any items without ratings, are ignored.

When using the sum method for the overall rating, section rating calculation rules can be sum or average only.

- Band Method

This method is similar to the sum method, but is available only for the Overall Summary section of a performance document. The Profile Content and Goals sections, however, use the average or sum method. To use the band method, the rating model that is associated with the Overall Summary section must include a performance document band and define review points as well as point ranges (from points and to points). During the calculation process, the application computes the total review points across all sections and converts this total into the equivalent rating on the document band.

Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Define Worker Performance

QUESTION 9

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

Answer: C

Explanation:

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 10

As an implementation consultant, you are involved in the migration activity.

If, during the premigration stage, the duplicate person records are merged, can you state the reason for this?

- A. because person records are global in Fusion
- B. because person records are dependent on legislation
- C. because one person can have only one work relationship

D. because person records are not Global in fusion

Answer: A

Explanation:

A single global person record tracks information for employees or contingent workers.

The single person record may then be associated with multiple work relationships in the employment model.

This increases data integrity while reducing administrative overhead and provides for enhanced reporting capabilities.

Reference: Oracle Fusion Human Capital Management, Oracle Data Sheet

QUESTION 11

Which three are free-form content types of Profile Management?

- A. Honors and Awards
- B. Accomplishments
- C. Languages
- D. Potential
- E. Career Preferences

Answer: ABC

Explanation:

Profile management provides a framework for developing and managing talent profiles that meet your industry or organizational requirements. Profiles summarize the qualifications and skills of a person or a workforce structure such as a job or position. Profiles are valuable for tracking workers' skills, competencies, and accomplishments, and for various talent management activities, such as career planning, identifying training needs, performance management, and in the recruitment process for identifying job requirements and suitable applicants.

Note:

- Content types are the skills, qualities, and qualifications that you want to track in talent profiles. The content library contains predefined content types such as competencies, languages, and degrees, but you can create new content types as needed.

You can also create free-form content types.

Content types contain:

Properties

Relationships

Subscribers

- Free-form content types do not contain relationships and do not contain properties until you add them to a profile type.

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