Oracle

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Oracle Fusion Human Capital Management 11g Human Resources Essentials

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

QUESTION: 119
You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

A. Employee
B. Managers
C. HR Specialist
D. Worker

Answer: B, C

QUESTION: 120
Your company is using a third-party HCM application that includes HR and Benefits. You are planning to focus on HR Infrastructure, including implementation of new modules such as Oracle Fusion Global Payroll and Talent Management. What is the deployment option available?

A. Adopt the coexistence model for Oracle Fusion Talent Management. Later, move all other modules of HCM to Oracle Fusion one by one.
B. Adopt the new implementation for all the modules of HCM in Oracle Fusion.
C. Adopt the upgrade solution for Oracle Fusion Applications.
D. Adopt the coexistence model for Payroll and Talent Management in Oracle Fusion,later move all other modules of HCM to Oracle Fusion one by one.

Answer: D

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

QUESTION: 121
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 haveboth 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.

Answer: B

Explanation:
Note:
*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.
* 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.

QUESTION: 122
Company ABC is a third-party payroll and benefits administrator for Company XYZ. ABC is planning to adopt Oracle Fusion HCM to administer payroll and benefits. ABC sees a large number of customizations to be done to meet its client's requirements. What is the best deployment option for ABC?

A. Hosted
B. SaaS
C. On-Premise
D. Home drown

Answer: C

Explanation:
We need an On-Premise deployment model to be able to create custom applications.
Note:On-premise—With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management—offering the most control for customers (along with the highest initial price).

Note 2: Oracle Fusion HCM Software Pricing & Deployment Options
One of the more unique features of the Oracle Fusion HCM software is that the solution is architected on a single code base for both SaaS and on-premise deployment models—essentially meaning that depending on business needs, organizations have the ability to move from SaaS to on-premise and vice versa if desired. Hence, Oracle Fusion HCM software can be deployed in a multitude of ways, including:
* Software-as-a-Service (SaaS)—Oracle retains the product licenses and is responsible for software and infrastructure delivery and management. Customers subscribe to the services and support plans they want.
* On-premise—With this deployment option, the customer purchases the product licenses and is responsible for HR software and infrastructure installation, configuration, and management—offering the most control for customers (along with the highest initial price).
*Hosted—With this option, the customer purchases the product licenses, but Oracle (or an Oracle Partner) is responsible for the software and infrastructure installation, configuration, and management at a remote datacenter. With this option, customers get high scalability without having to invest in additional infrastructure; however, it should be noted that hosting partners must have an Oracle database and platform stack.

Reference:
Oracle Fusion Middleware Administrator's Guide for Oracle Adaptive Access Manager, Multitenancy

QUESTION: 123
You are setting up the security profile tor the HCM object types. All security profile definitions for these HCM objects are eventually visible in the Oracle Fusion Middleware Authorization Policy Manager (APM). In the Fusion APM application, for which HCM object types can you create security profiles?

A. Person, Name, Gender, Address
B. Person, Working Hours, Assignment type
C. Person, Organization, position, Payroll
D. Person, Location, Grade, User Status
E. Name, Birth date, Age, Person type

Answer: C

Explanation:
You can create security profiles for the following HCM object types:
* Person
/ Managed person
/ Public person

* Organization
* Position
* Payroll
* Legislative data group (LDG)
* Country
* Document type
* Payroll flow

Reference:
Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, HCM Object Types

QUESTION: 124
The HCM Security profile defines data security conditions on instances of object types, such as per records, positions, and document types_____.

A. through authorization from reading secured data
B. without requiring users to enter SQL code C. with the help of users by entering SQL code D. without role provisioning
E. through role provisioning

Answer: B

Explanation:
An HCM security profiledefines data security conditions on instances of object types such as person records, positions, and document types without requiring users to enter SQL code.

Reference:
Oracle Fusion Applications Security Guide 11g, Data Security: Explained

QUESTION: 125
You are implementing Oracle Fusion HCM for a customer. What is the correct order for implementing these items?

A. Action, Action Type, Action Reason
B. Action, Action Reason, Action Type
C. Action Type, Action, Action Reason
D. Action Type, Action Reason, Action

Answer: C

Explanation:
Note:
* (not A, not B): 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.
* Action Reason
You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff. The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation
allocation.

Reference:
Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

QUESTION: 126
As an implementation consultant, you created an action "Hire A Part-Time Employee" to hire part time employees. You want the action to appear in the Action List of the predefined "Hire an Employee" page. What should you do to ensure this?

A. Create a new Action type.
B. Nothing, the system will automatically detect and associate it with the page.
C. Associate it with the "Hire an Employee" Action Type.
D. New actions cannot be created

Answer: C

Explanation:
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.

Reference:
Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Action Type

QUESTION: 127
Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions. Identify the correct method of defining the grade and grade rates.

A. Link grades with a commonset and associate grade rates with legislative data group for each region.
B. Create grades and grade rates specific to each country and associate themwith respective business units.
C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.
D. Link grades and associate grade rate with a common set.

Answer: C

Explanation:
You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.
Note:
* 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.
* 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 Workforce Deployment, Human Resources Guide, Grade

Rates: Explained

QUESTION: 128
An organization's requirement is to track the incumbent history and identify who was in a particular job at a given point of time.
What would be your recommendation?

A. Implement jobs functionality.
B. Build grade ladders.
C. Enable effective sequence on assignment.
D. Implement position management.
E. Do nothing as history tracking is default functionality.

Answer: C

Explanation:
Effective sequence tracks the sequence of changes in rows for transactional history.

QUESTION: 129
You are currently in the process of modeling on HCM Organization, with one legal entity also defined as Payroll Statutory unit having two separate legal entitles, which are also legal employers.
Identify the three options that are correct for a Tax Reporting unit.

A. A Tax Reporting unit is created automatically when you add a legal entity and identify it as a Payroll Statutory unit.
B. A Tax Reporting unit is created manually when you add a legal entity and identify it as a Payroll Statutory unit.
C. One or more Tax Reporting units can be used by a single legal employer, and a Tax Reporting unit can be used by one or more legal employers.
D. Payroll Statutory units and Tax Reporting units have a parent/child relationship, with the Payroll Statutory unit being the parent.
E. Payroll statutory units and Tax Reporting units have a parent/child relationship, with the Tax Reporting unit being the patent.

Answer: A, C, D

Explanation:
A: When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion

Human Capital Management (HCM). A tax reporting unit is created automatically when you add a legal entity and identify it as a payroll statutory unit. Depending on how your organization is structured, you may have only one legal entity that is also a payroll statutory unit and a legal employer, or you may have multiple legal entities, payroll statutory units, and legal employers.

C:Tax reporting units are indirectly associated with a legal employer through the payroll statutory unit. One or more tax reporting units can be used by a single legal employer, and a tax reporting unit can be used by one or more legal employers.

D: Payroll statutory units and tax reporting units have a parent-child relationship, with the payroll statutory unit being the parent.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

Pass your exam at First Attempt....Guaranteed!