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Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

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

Correct Answer: A

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 2

Action Reasons provide further explanation to actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of the setup of Fusion HCM. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons

- A. Action Reasons are primarily used for analysis and reporting.
- B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons can be user defined.
- D. Action Reasons need not be associated with action.
- E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes (A). 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 (B). 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 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.

Identity 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

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

QUESTION 5

Action type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Fusion HCM, action types are associated with actions.

Which two statements are correct regarding action types?

- A. Action types are seeded.
- B. Every action type can have multiple actions within it.



- C. An action type cannot be associated with user defined actions.
- D. If "Termination" is an action, "Normal Termination" is an action type.
- E. Additional action types can be created.

Correct Answer: AB

Note: Action Type

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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. (A, not E) Note 2: Seeded items are items that are provided out of the box.

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