



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.pass4itsure.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**

What are the four role provisioning events that are available for role life-cycle management, resource management, and business/organizational relationships?

- A. Transfer/Moves
- B. Jury Duty
- C. Reorganization
- D. Termination
- E. Anniversary
- F. Hire
- G. Absence

Correct Answer: ACDF

Role provisioning events occur across the life cycle of your implementation and deployment. ** Employees, contingent workers, internal users

*

Hiring (F)

*

Self-service role requests

*

Transfers, moves, and reorganization (A, C)

*

Termination (D)

Reference: Oracle Fusion Applications Security Guide, Access Provisioning

QUESTION 2

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.

Correct Answer: C

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

Incorrect answers:

B: 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 3

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

Correct Answer: A

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 4

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

- A. My Organization
- B. Leave Availability
- C. Worker Availability
- D. Predicted Worker Performance and Attrition

Correct Answer: C

Worker Availability: How It Is Determined The availability of a worker during a selected time period is automatically determined using: Absence entries during that period The work schedule that the worker presently follows Calendar events

QUESTION 5

You have to compare two jobs. What are the three data sets on which the comparison can be based?

- A. Competencies
- B. Salary



C. Assignment

D. Development plans

E. Potential

F. Contracts

Correct Answer: ABC

A: Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

[1Z0-418 Practice Test](#)

[1Z0-418 Study Guide](#)

[1Z0-418 Braindumps](#)



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](#)

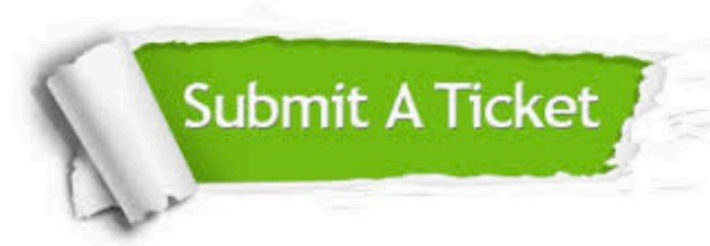
We provide exam PDF and VCE of Cisco, Microsoft, IBM, CompTIA, Oracle and other IT Certifications. You can view Vendor list of All Certification Exams offered:

<https://www.pass4itsure.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 © pass4itsure, All Rights Reserved.