



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

Select the three products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Rewards.

- A. Compensation Management
- B. Time and Labor
- C. Incentive Management
- D. Benefits Management
- E. Global Payroll
- F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards.

Note: Workforce Rewards benefits include: Compensation Planning and Simulation

*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

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Define compensation plan eligibility groups and base and incentive pay rules.

*

Design pay structures with the optimal mix of base and incentive pay.

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Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 2

Can a person have a contingent work relationship type with two different legal employers at the same time?

- A. A person cannot have the same work relationship type at the same time with two different legal employers.
- B. A person can have the same work relationship type with two different legal employers at the same time.
- C. A person needs to end the work relationship type with one legal employer before starting a similar work relationship type with another legal employer.
- D. A person can never have the same work relationship type with two different legal employers.



Correct Answer: A

Note: contingent worker A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration. Any person who has a contingent worker work relationship with a legal employer is a contingent worker.

QUESTION 3

The information on the Overview tab of Navigator > Career > Profiles is similar to which card within the Person Gallery work area?

- A. Experience and qualification
- B. Activities and interests
- C. Development and growth
- D. Career planning
- E. Availability

Correct Answer: D

Note:

* The Person Gallery modular layout with layering enables users to zoom to more information in one click without leaving the work space.

QUESTION 4

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and the cost center information have to be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Enterprise
- B. Legal Entity
- C. Business Unit
- D. Division
- E. Department
- F. Reporting Establishment

Correct Answer: E

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InFusion requires a number of departments across the enterprise for each area of business, such as sales and marketing, and a number of cost centers to track and report on the costs of those departments.



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A cost center represents the smallest segment of an organization for which costs are collected and reported. A department is an organization with one or more operational objectives or responsibilities that exist independently of its manager and has one or more workers assigned to it.

Note: cost center

A unit of activity or group of employees used to assign costs for accounting purposes.

Note 2:

* . The management structure can include divisions, subdivisions, lines of business, strategic business units, and cost centers Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Cost Centers and Departments: Explained

QUESTION 5

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.

- A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.
- B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.
- C. The current field will be blank.
- D. The current incumbent field will have employee "Y".
- E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.

Correct Answer: AE

Note:

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Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

*

By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working hours for the department are 40, the FTE for the assignment is 0.5. If no standard-working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.

*



. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

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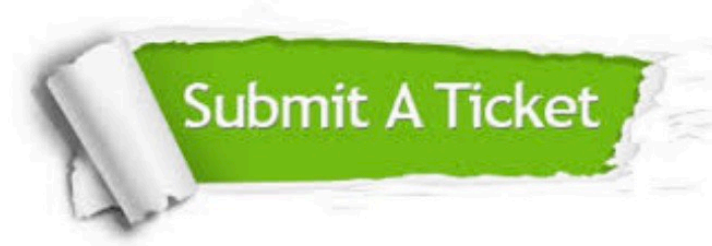
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