1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

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

Correct Answer: ACDF

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 2

Your client is planning to implement Fusion Applications for Financials, HCM, and CRM. Per the client\'s requirements, certain CRM functionalities are needed to support the person data management in CRM and Financials. You are asked to explore and evaluate suitable options of deployment.

Identify the three possible deployment options that could meet the client\'s requirements.

A. pillar-based installation with separate instance and separate data model

B. suite-based installation with single common Instance for all the pillars and unified data model

C. hybrid environment with separate instance and separate data model that can be Integrated with other Oracle/non Oracle systems

D. pillar-based installation with single common instance for all pillars and separate data model

E. suite-based installation with single common instance for all the pillars and separate data model

Correct Answer: BCD

Note 1: Oracle Fusion Applications are organized in "pillars." A pillar is a standalone subset of Oracle Fusion Applications, for example Customer Relationship Management (CRM). A pillar can include multiple "families" or sub-groups. The pillar structure allows patching and upgrades to be performed at a granular level without impacting other pillars. For example, customers that want to upgrade their financials and supply chain management applications can do so without impacting the CRM applications.

Note 2: Depending on business needs, some Oracle Applications customers may consider a pillar-based coexistence model such as using Oracle Fusion Human Capital Management with Oracle Financials.

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

QUESTION 3

As an Implementation Consultant, you are required to deploy two-tier employment model at your implementation site. There is a need to have only single assignment. You are aware that the two tier employment model comprises two types of entities: Work Relationships and Assignments.

Which two-tier option will you select while configuring the employment model for the enterprise?

A. Single Assignment or Single Assignment with Contract

B. Single Assignment and Multiple Assignment

C. Only Single Assignment with Contract

D. Only Single Assignment

E. Only Multiple Assignment

Correct Answer: AB

The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only. When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

*

 Single Assignment

If you select Single Assignment, each work relationship of any type has one assignment only.

*

 Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without

having to use a three-tier employment model.

*

 Multiple Assignments

If you select Multiple Assignments, each work relationship of any type can include one or more assignments.

Reference: Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Two- Tier Employment Model: Explained

QUESTION 4

As an HR Specialist in your company, you are responsible for setting 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 Distributions tab is used only by which Oracle Fusion product in determining target distributions?

A. Goal Management

B. Compensation Management

C. Performance Management

D. Talent Review

Correct Answer: C

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page. Reference: Oracle Fusion Applications Marketing Implementation Guide 11g, Manage Target Ratings Distribution

QUESTION 5

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

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