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Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

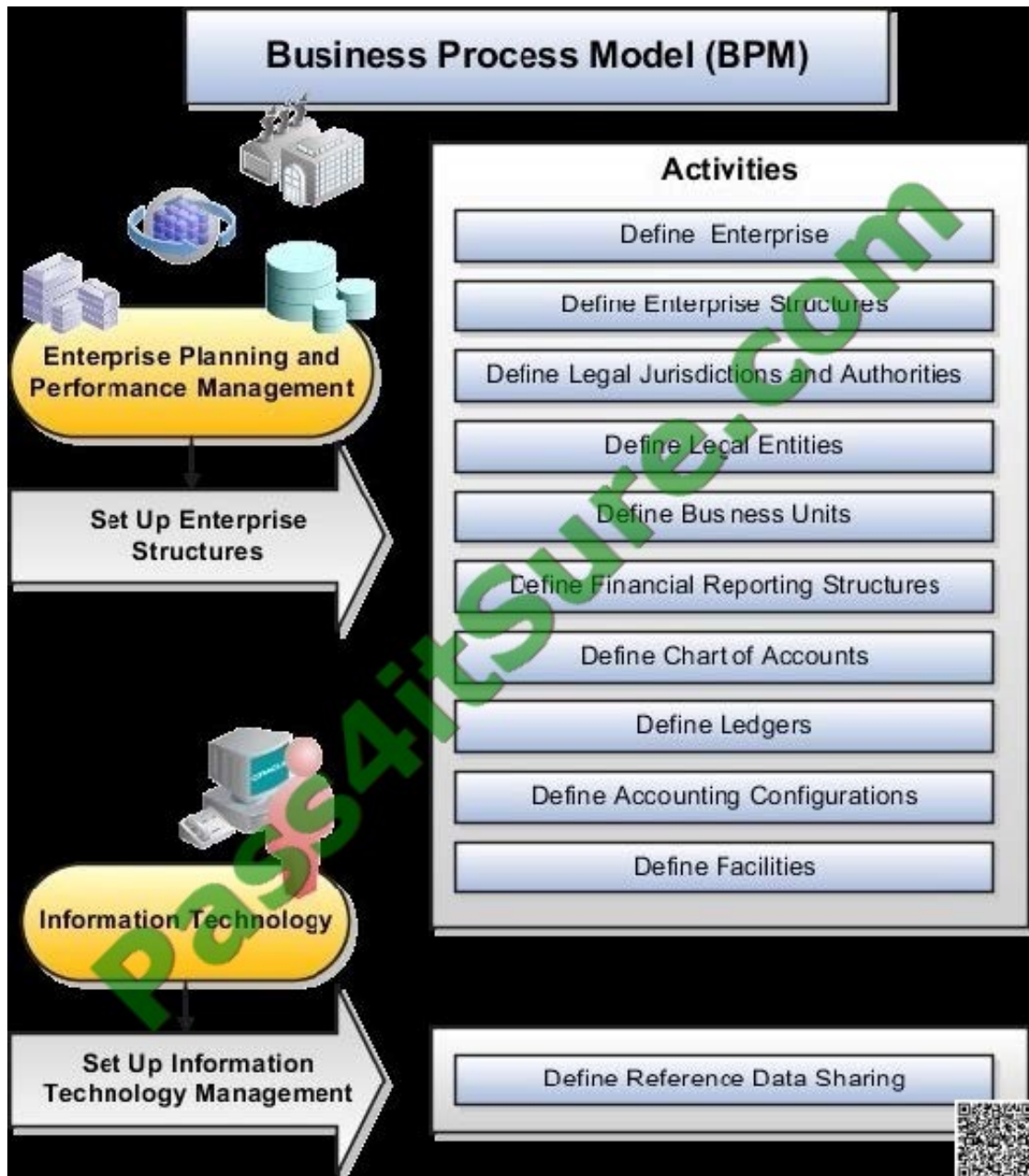
You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup.

Identify the correct sequence of steps to be followed for this setup.

- A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.
- B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.
- C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.
- D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Correct Answer: B

The following figure and chart describes the Business Process Model structures and activities.



Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Enterprise Structures Business Process Model: Explained

QUESTION 2

Your company performs third-party payroll and benefits administration for more than 10 clients across the globe. You are planning to move your administration platform from a legacy application to Oracle Fusion. You also want to create some custom applications to be integrated with Oracle Fusion. Your company has a service center, where application management and background jobs are centrally processed for all clients.

As a Functional Consultant, which deployment model would you suggest?

A. SaaS; Single tenant Deployment



- B. SaaS; Multitenant Deployment
- C. On-Premise; Multitenant Deployment
- D. Hosted; Multitenant Deployment
- E. Hosted; Single Tenant Deployment
- F. On-Premise; Single Tenant Deployment

Correct Answer: D

We need an On-Premise deployment model to be able to create custom applications. We need Multitenant deployment as there is 10 clients across the globe.

Note: Multitenancy refers to a principle in software architecture where a single instance of the software runs on a server, serving multiple client organizations (tenants).

With a multitenant architecture, a software application is designed to virtually partition its data and configuration so that each client organization works with a customized virtual application instance. The distinction between the customers is achieved during application design, so that customers do not share or see each other's data.

Incorrect answers:

A, B, C, F: The custom applications rules out SaaS and hosted models.

Note 2: Oracle Fusion HCM Software Pricing and 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.

*

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.

*

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).

In addition to the above mentioned software deployment models, multi-tenant and single-tenant options are also available. For instance, the "standard" single-tenant deployment offering is hosted on a (virtualized and) dedicated server with maintenance and upgrades being administered by Oracle (on Oracle's schedule), but customers can also



opt (for an additional fee) to be provisioned on the "Enterprise" single-tenant solution; which provides an isolated application instance, dedicated database, application server, and analytics server--allowing the customer to choose when patches or upgrades should be implemented (in much the same way that on-premise control is delivered). However, it should be noted that user-minimums are in place for the isolated tenancy option, so organizations should be sure to discuss alternative offerings with a dedicated Oracle representative if less than 350 users are present.

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

QUESTION 3

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 common set and associate grade rates with legislative data group for each region.
- B. Create grades and grade rates specific to each country and associate them with 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.

Correct Answer: C

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 4

The HR Administrator is unable to enter the details of an intern due to the unavailability of the right choice of values. The HR Administrator is unaware that the Worker Type '\\Intern\\' has not been set up in the application. Which are the four valid System person types (which are part of the person model in Fusion HCM) that the HR Administrator should be



aware of?

- A. Employee
- B. Non-Worker
- C. Contingent Worker
- D. Person of Interest
- E. Pending Worker
- F. Contract Worker

Correct Answer: ABCE

Note:

*

System Person Types

These are predefined person types that the application uses to identify a group of people. You cannot change, delete, or create additional system person types.

*

Person types other than employee and contingent worker are not supported in the HCM coexistence environment.

*

Human Resource Specialists for a Legal Employer, Example (see A) below):

Human resource (HR) specialists for the ABC legal employer need access to the person and assignment records of anyone who has a work relationship with the legal employer. You create a person security profile named All ABC Workers. In

the security profile, you:

A) Secure by person type and select the system person types employee, contingent worker, nonworker, and pending worker.

B) Set the access level to restricted for the selected person types.

C) Secure by legal employer, and select an existing organization security profile that identifies legal employer ABC and any subordinate organizations. The person security profile All ABC Workers inherits the organization security profile's data

instance set.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Human Resource Specialists for a Legal Employer

QUESTION 5



Identify the set of enabled objects that are used for partitioning reference data.

- A. legal entity, department, division, location
- B. jobs, grades, salary plan, rates
- C. enterprise, legal entity, business unit, position
- D. department, location, jobs, grades

Correct Answer: D

When you set up an HCM coexistence environment, you must identify the reference data sets you need. Reference data sets provide a mechanism for separating and sharing definitions of specific business objects among business units. The set-enabled business objects that are relevant to all uses of HCM coexistence are locations, grades, jobs, and departments.

Note: Reference data sharing facilitates sharing of configuration data such as jobs and payment terms, across organizational divisions or business units. You define reference data sets and determine how the data is shared or partitioned. Use reference data sets to reduce duplication and maintenance by sharing common data across business entities where appropriate. Depending on the requirement (specific or common), each business unit can maintain its data at a central location, using a set of values either specific to it or shared by other business units.

Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide, Reference Data Sets for HCM Coexistence: Points to Consider

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