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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

- A. Define Telnet > manage Profile Types
- B. Define Telnet Profile Content > Manage Content Subscribers
- C. Define Telnet Profile Content > Manage Profile Content Items
- D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

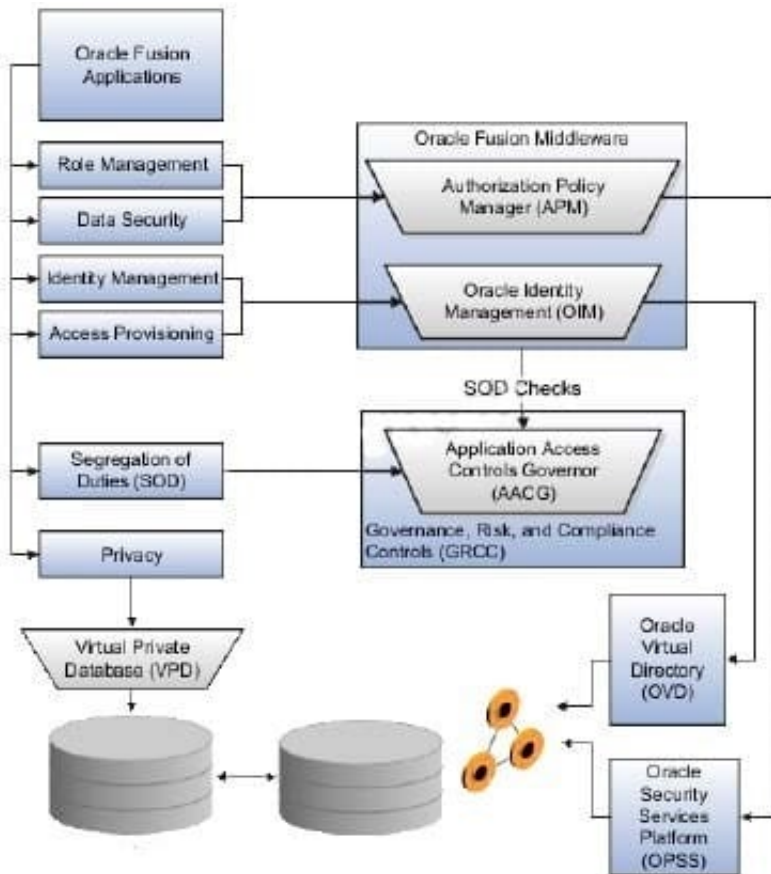
QUESTION 2

Your company is implementing Oracle Fusion HCM and wants to ensure the controlled security features are enabled. What are the two security areas that are controlled by consistent policy definitions?

- A. Functional Security
- B. Role Security
- C. Data Security
- D. Job Security
- E. Grade Security

Correct Answer: BC

See Authorization Policy Manager in screenshot below:



Reference:

Oracle Fusion Applications Security Guide, Security Components: How They Fit Together

QUESTION 3

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 4

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

- A. Manage Absence
- B. Manage Global Workforce
- C. Manage Worker Performance
- D. Manage Social Networking
- E. Manage Workforce Profiles
- F. Manage Workforce Life Cycle

Correct Answer: ADEF

A: The Manage Absences business process is performed by human resource (HR) specialists and employees, or their managers, to provide accurate records of absences for reporting and payroll calculations.

D: You can create and join networks of people in your enterprise to collaborate, share knowledge, and achieve goals. Use the examples in this topic to understand how you can benefit from a social network.

E: The Manage Workforce Records business process enables access to the worker directory and management of worker document records and checklists.

F: The Manage Workforce Lifecycle business process covers all stages of a worker's association with the enterprise, from creation of the person record through termination of work relationships.

Reference;

Oracle Fusion Applications Workforce Deployment, Human Resources Guide

QUESTION 5

Identify the three business subprocesses offered under the Compensation Management category of the Oracle Fusion HCM product family.

- A. Manage Benefits
- B. Manage Compensation
- C. Manage Incentive Compensation
- D. Manage Compensation Budgets



E. Manage Personal Contributions

Correct Answer: BDE

Reference:

Oracle Fusion Applications Compensation Management 11g, Compensation Guide

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