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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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-basedinstallation 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.

Note2: 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

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QUESTION 2

Select three statements regarding Workforce Directory management.

A. Provides a graphical organization chart that shows an easy and fully integrated view of all information related to an employee

B. Is designed to support workers that provides access to a 360-degree view point-in-time evaluation of worker performance

C. Has powerful keyword search that provides access to a 360-degree view of the employee

D. Is designed to house all data, including talent data and data from other Oracle and third-party HR applications

E. Support development plans for employees to track their personal growth and career development

F. Provides a collaborative framework that allows workers to build their own internal social network and connect with

other domain experts and colleagues with similar interests

Correct Answer: ACE

A: Oracle Fusion Workforce Directory Management\\\'s graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface.

C: A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc).

E:

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 Enable managers to make effective decisions using an intuitive, interactive visual organization chart, rich with data

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 Empower users to establish relationships across the organization

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 Enable workers to focus on individual growth while aligning with organizational objectives

Reference:

Oracle Fusion Talent Management Base (Workforce Directory Management), Oracle Data Sheet

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QUESTION 3

Identify five key characteristics of a duty role.

A. represents job to which a user is assigned

B. duty performed by somebody

C. inherited by Job Role and Abstract Role

D. not assigned to user

E. security privileges granted

F. used as building block

G. associated with user irrespective of job

Correct Answer: BCDFG

The Oracle Fusion Applications security approach includes abstract, job, duty, and data roles.

B: Duty roles define the duties of a job as entitlement to perform a particular action, such as processing payables invoices.

C: Job and abstract roles inherit duty roles that determine the access to functions appropriate to the job. For example, the job role Accounts Payable Manager inherits the Payables Invoice Processing Duty.

Duty roles are implemented as application roles in Oracle Fusion Middleware so they can be defined within applications.

Duty roles carry entitlement to actions on functions and data. An example of a duty role is the Payables Invoice Processing Duty.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

QUESTION 4

You want to track changes to certain Human Capital Management (HCM) records, for example, changes to employment and assignment records. You want to create your own actions and associate them with the predefined action types. Identity two correct statements regarding actions

A. User defined actions can be created and linked to predefined action types.

B. Actions should always have an action reason associated.

C. Only one action can be associated with action type.

D. Actions can be launched from the organization chart page and are controlled by data security.

E. Actions are not a mandatory work structure.

Correct Answer: AD

A: 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.

QUESTION 5

You are currently in the process of modeling on HCM Organization, with one legal entity also defined as Payroll Statutory unit having two separate legal entitles, which are also legal employers. Identify the three options that are correct for a Tax Reporting unit.

A. A Tax Reporting unit is created automatically when you add a legal entity and identify it as a Payroll Statutory unit.

B. A Tax Reporting unit is created manually when you add a legal entity and identify it as a Payroll Statutory unit.

C. One or more Tax Reporting units can be used by a single legal employer, and a Tax Reporting unit can be used by one or more legal employers.

D. Payroll Statutory units and Tax Reporting units have a parent/child relationship, with the Payroll Statutory unit being the parent.

E. Payroll statutory units and Tax Reporting units have a parent/child relationship, with the Tax Reporting unit being the patent.

Correct Answer: ACD

A: When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM). A tax reporting unit is created automatically when you add a legal entity and identify it as a payroll statutory unit. Depending on how your organization is structured, you may have only one legal entity that is also a payroll statutory unit and a legal employer, or you may have multiple legal entities, payroll statutory units, and legal employers. C:Tax reporting units are indirectly associated with a legal employer through the payroll statutory unit. One or more tax reporting units can be used by a single legal employer, and a tax reporting unit can be used by one or more legal employers.

D: Payroll statutory units and tax reporting units have a parent-child relationship, with the payroll statutory unit being the parent.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

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