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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

To help your employees manage their goals, you want them to associate their goals with target outcomes in Goal Management, which are content types such as Competencies in Profile Management. Which two steps can help you accomplish this task?

- A. Set up the relationship "is supported by" on the Competencies content type.
- B. Set up the relationship "is supported by" on the Goals content type.
- C. Set the subscriber code of Performance Management on the Competencies content type.
- D. Set the subscriber code of Goal Management on the Competencies content type.

Correct Answer: AD

QUESTION 3

You need to create an HCM data role user with "view all" access. This data role is based on the HCM administrator job role and combines those entitlements with unrestricted access to data in the secured objects. How can you properly assign a security profile to this new role?

- A. Assign a predefined security profile to relevant functional or duty roles using the Oracle fusion Human Capital Management (HCM) setup task manage data role and security profiles.



B. Assign a predefined security profile to relevant job or duty roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

C. Assign a predefined security profile to relevant job or abstract roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

D. Assign a predefined security profile to relevant job or functional roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

E. Assign a predefined security profile to relevant data or position roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

Correct Answer: B

Creating a Data Role for Implementation Users

Create a Human Capital Management Application Administrator View All data role. This data role is based on the Human Capital Management Application Administrator job role and extends that role with unrestricted access to data in the

secured objects that the role is authorized to access. Users assigned to this data role can perform all of the HCM setup steps.

In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Role Management Duty role(B), which is entitled to create a data role for Human CapitalManagement Application Administrator (the

entitlement is Manage HCM Data Role). This entitlement provides the access necessary to perform the Create Data Role for Implementation Users task in Oracle Fusion Global Human Resources.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Common Applications Configuration: Define Implementation Users

QUESTION 4

You are setting up the security profile for the HCM object types. All security profile definitions for these HCM objects are eventually visible in the Oracle Fusion Middleware Authorization Policy Manager (APM). In the Fusion APM application, for which HCM object types can you create security profiles?

A. Person, Name, Gender, Address

B. Person, Working Hours, Assignment type

C. Person, Organization, position, Payroll

D. Person, Location, Grade, User Status

E. Name, Birth date, Age, Person type

Correct Answer: C

You can create security profiles for the following HCM object types:



*

Person / Managed person / Public person

*

Organization

*

Position

*

Payroll

*

Legislative data group (LDG)

*

Country

*

Document type

*

Payroll flow

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, HCM Object Types

QUESTION 5

Identify the correct option regarding the status of a person who has a nonworker work relationship (for example, an external trainer) with a legal employer, and applies for an employment with the same legal employer and gets hired as an employee.

- A. The person will no longer have a nonworker work relationship and will have only an employee work relationship with the legal employer.
- B. The person will have both nonworker and employee, work relationship with the legal employer.
- C. The person will have only the employee work relationship with the legal employer.
- D. The person continues to retain the nonworker work relationship with the legal employer.

Correct Answer: B

Note:



*nonworker

A person, such as a volunteer or retiree, who is not engaged in the core businesses of the enterprise or legal employer but who may receive payments from a legal employer. Any person who has a nonworker work relationship with a legal employer is a nonworker.

* work relationship

An association between a person and a legal employer, where the worker type determines whether the relationship is a nonworker, contingent worker, or employee work relationship.

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