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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

Action type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Fusion HCM, action types are associated with actions. Which two statements are correct regarding action types?

- A. Action types are seeded.
- B. Every action type can have multiple actions within it.
- C. An action type cannot be associated with user defined actions.
- D. If "Termination" is an action, "Normal Termination" is an action type.
- E. Additional action types can be created.

Correct Answer: AB

Note: Action Type

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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.

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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. (A, not E) Note 2: Seeded items are items that are provided out of the box.

QUESTION 2

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, Data Sets for HCM Coexistence: Points to Consider

QUESTION 3

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.

- A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.
- B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.
- C. The current field will be blank.
- D. The current incumbent field will have employee "Y".
- E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.

Correct Answer: AE

Note:

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Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

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By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working hours for the department are 40, the FTE for the assignment is 0.5. If no standard- working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.



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. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

QUESTION 4

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date. Identify the three possible values for this profile.

- A. Once
- B. Never
- C. Not now
- D. Not Today
- E. Always

Correct Answer: ABE

QUESTION 5

You want to use the tree management feature to organize data into hierarchies. Identify the seeded tree structures.

- A. organization, position, division, geographies
- B. organization, position, department, geographies
- C. organization, job, department, geographies
- D. organization, job, division, geographies
- E. organization, position, division, establishment

Correct Answer: C

Note:

*Oracle Fusion Human Capital Management (HCM) uses trees to model organization hierarchies. It provides seeded tree structures for department and other organizational hierarchies that can include organizations with any classification.

* Oracle Fusion tree management allows data in applications to be organized into a hierarchical fashion, and allows you to create tree hierarchies based on specific data.



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