



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identity three possible reasons for the system error

- A. There are assignment records of one or more employees associated with this grade
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC

QUESTION 2

You want to analyze the Impact of a promotion on retention, before initiating promotion in the system. What should you use for this analysis?

- A. Change Focus
- B. Integration
- C. My Organization
- D. What-If
- E. Zoom

Correct Answer: D

Note:

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Oracle Fusion HCM gives you the ability to finally see into the future, analyzing worker performance potential, risk of attrition, and enabling what-if analysis on ways to improve your workforce.

*

The effect of any changes made to the what-if-analysis attributes on current performance and voluntary termination predictions is calculated, and new predictions appear. The attribute changes are not applied to the worker's records; however, you can save the what-if analysis as a worker plan for later retrieval.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide,



QUESTION 3

You are implementing Oracle Fusion HCM for a customer. What is the correct order for implementing these items?

- A. Action, Action Type, Action Reason
- B. Action, Action Reason, Action Type
- C. Action Type, Action, Action Reason
- D. Action Type, Action Reason, Action

Correct Answer: C

Note:

*

(not A, not B): 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.

*

Action Reason You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff. The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

QUESTION 4

Select three countries that have initial country localization support offered by Oracle Fusion HCM.

- A. United States
- B. United Kingdom
- C. France
- D. China
- E. India
- F. Mexico
- G. Australia

Correct Answer: ABD



Oracle Fusion Global Payroll currently delivers pre-configured localizations for China, Saudi Arabia, United Arab Emirates, United Kingdom and the United States.

Reference: Oracle Fusion Global Payroll, International Hr/Payroll, And Global Payroll Interface, Oracle Data Sheet

QUESTION 5

A worker rejoins a legal employees on April 01, 2011 with a work relationship type of contingent worker. The worker was previously associated with the same legal employer from June 21, 2000 till April 01, 2010 with a worker number 1122\'

and work relationship type of contingent worker.

A legal-employer number sequence is used.

Will the worker number be reused for this worker?

- A. The worker number will be reused, because the worker has the same- work relationship type as the previous one and with the same legal employer.
- B. The worker number will not be reused, because the legal-employer sequence is used.
- C. The worker number will not be reused, because the worker has the same work relationship type as the previous one and with the same legal employer
- D. The worker number will be reused, because the worker is joining the same legal employer after a gap of one year.
- E. The worker number will be reused, because the worker is joining the same enterprise.

Correct Answer: B

Worker numbers can be generated either manually or automatically.

If you select manual generation, then you are recommended to define a numbering scheme to suit local requirements. For example, determine whether uniqueness within the enterprise or at the legal employer level is important, and define the numbering scheme accordingly.

If you select automatic worker-number generation, numbers can be allocated from either an enterprise sequence or a legal employer sequence. If you use a legal-employer sequence, worker numbers are not guaranteed to be unique in the enterprise. Also, they cannot be transferred outside the legal employer: if a worker leaves the enterprise and later starts a new work relationship of the same type but with a different legal employer, a new worker number is allocated to the work relationship.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Selecting the Number-Generation Method

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