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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

As an HR Administrator, you have been trained to enter the details of a person who will be hired or start as a contingent worker, in the application. Identify the three options which are correct for the worker type - pending worker.

- A. A person for whom you create a person record that is effective before the hire date.
- B. A person who already has a person record, cannot be a pending worker.
- C. An employee number is associated with a pending worker.
- D. A person number is associated with a pending worker.

Correct Answer: ABD

A: pending worker

A person who will be hired or start a contingent worker placement and for whom you create a person record that is effective before the hire or start date.

Note:

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worker type

A classification selected on a person's work relationship, which can be employee, contingent worker, pending worker, or nonworker.

*

person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide, Glossary

QUESTION 2

For password management, your customer wants you to set up password policies, password synchronization, and password resets. Which three items must you implement?

- A. self service, which helps users reset their own password
- B. self service, which helps users to only raise a request to reset their password
- C. advanced password policies with validation of password length, alphanumeric and special character usage
- D. self-service, which helps users block the access and the password
- E. password synchronization in which OIM can synchronize or map passwords across managed resources and differences in password policies among these resources



Correct Answer: ACE

Password management includes self-service (users can reset their own passwords) (A), advanced password policies (password length, alphanumeric and special characters usage, etc.) (C), password synchronization (OIM can synchronize or map passwords across managed resources and enforce differences in password policies among these resources) (E). OIM is tightly integrated with Oracle Access Manager to support password management

Reference: Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle White Paper, Password management

QUESTION 3

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and the cost center information have to be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Enterprise
- B. Legal Entity
- C. Business Unit
- D. Division
- E. Department
- F. Reporting Establishment

Correct Answer: E

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InFusion requires a number of departments across the enterprise for each area of business, such as sales and marketing, and a number of cost centers to track and report on the costs of those departments.

*

A cost center represents the smallest segment of an organization for which costs are collected and reported. A department is an organization with one or more operational objectives or responsibilities that exist independently of its manager and has one or more workers assigned to it.

Note: cost center

A unit of activity or group of employees used to assign costs for accounting purposes.

Note 2:

* . The management structure can include divisions, subdivisions, lines of business, strategic business units, and cost centers Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Cost Centers and Departments: Explained

QUESTION 4



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 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 entities, 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 parent.

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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