1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Select four correct statements that describe the- features of the Oracle Fusion HCM Product family.

A. Comprehensive, role-based HCM solution that delivers best performance

B. Global, enterprise wide structures support legislative, regulatory, and organizational needs

C. Fully supported Global Payroll with localizations for all countries

D. Flexible employment and person models, and profile management framework to meet all organization models

E. Embedded Intelligence supports analysis and decisions

F. Cloud only applications, providing 24/7 and worldwide availability
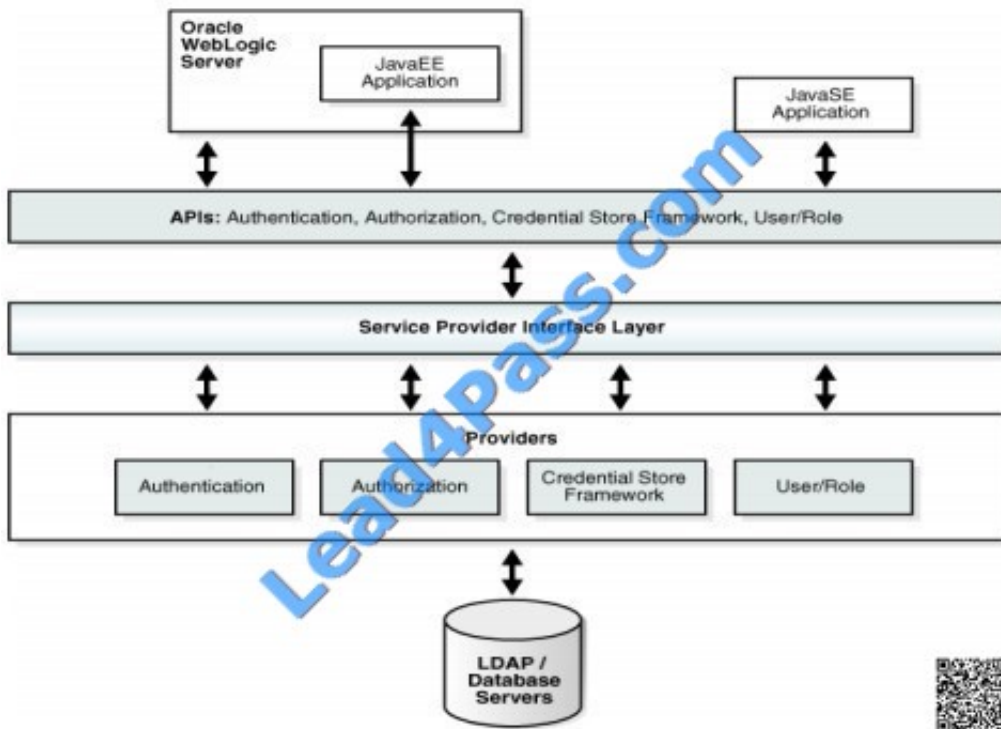
Correct Answer: ABDE

QUESTION 2

What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

A. data security

B. provisioning

C. segregation of duties

D. web services and WebPages

E. confidential data

Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards-based, portable, integrated, enterprise-grade security framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.

QUESTION 3

Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas

B. Individual permission to reset their password for the login application

C. Set of users requesting access based on the job level

D. Multiuser permission with validation of password length, alphanumeric, and special character usage

E. individual permission to access web services and webpages only

Correct Answer: C

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:

*

The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application.

*

The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system. (C) Reference: Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

QUESTION 4

Which Oracle Fusion HCM product helps HR managers and professionals in proactively Identifying potential issues and taking corrective actions?

A. Profile Management

B. Workforce Predictions

C. Workforce Life Cycle Manager

D. Goal Management

E. Talent Review

Correct Answer: B

Forward looking management strategies Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their peers received.

Reference: ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

QUESTION 5

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

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