



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

What are the four key features of organizations?

- A. Fusion Enterprise replaced EBS Business Group as primary data partition.
- B. Fusion legislative Data Group replaces EBS Business Group as country specific data partition within an enterprise.
- C. The Legislative Data Group has a one-to-one relationship with the Payroll Statutory Unit (PSU).
- D. Departments and Representative Bodies are Set Enabled in Fusion.
- E. Organizations in Fusion are "Date Tracked", which is means of maintaining a history of changes to the record.
- F. Legal Employer is used to partition payroll data in large organizations with multiple legal entities.

Correct Answer: ABCF

A: Enterprise replaces EBS Business Group as a primary data partition

B: Legislative Data Group (LDG) replaces EBS Business Group as a country specific data partition within an Enterprise

C: The minimum requirement is to create a legal entity for each country in which you pay workers. You must define each legal entity as both a legal employer and a payroll statutory unit (PSU), and associate the relevant legislative data group with the PSU.

Incorrect answers:

D: Jobs, Organizations, Locations and Grades are set enabled

QUESTION 2

What are the four role provisioning events that are available for role life-cycle management, resource management, and business/organizational relationships?

- A. Transfer/Moves
- B. Jury Duty
- C. Reorganization
- D. Termination
- E. Anniversary
- F. Hire
- G. Absence

Correct Answer: ACDF

Role provisioning events occur across the life cycle of your implementation and deployment. ** Employees, contingent workers, internal users



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Hiring (F)

*

Self-service role requests

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Transfers, moves, and reorganization (A, C)

*

Termination (D)

Reference: Oracle Fusion Applications Security Guide, Access Provisioning

QUESTION 3

Your company is using a third-party HCM application that includes HR and Benefits. You are planning to focus on HR Infrastructure, including implementation of new modules such as Oracle Fusion Global Payroll and Talent Management.

What is the deployment option available?

- A. Adopt the coexistence model for Oracle Fusion Talent Management. Later, move all other modules of HCM to Oracle Fusion one by one.
- B. Adopt the new implementation for all the modules of HCM in Oracle Fusion.
- C. Adopt the upgrade solution for Oracle Fusion Applications.
- D. Adopt the coexistence model for Payroll and Talent Management in Oracle Fusion, later move all other modules of HCM to Oracle Fusion one by one.

Correct Answer: D

Incorrect answers:

- A: We should implement Oracle Fusion PayRoll as well.
- C: Cannot upgrade third-party solutions into Fusion.

Reference: Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

QUESTION 4

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions



- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF

QUESTION 5

Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description. What should you do?

- A. Create a new content type and content item.
- B. Use seeded content type and new content item.
- C. Create a new content type but seeded content item.
- D. Create free-form content type and new content item.
- E. Create free form content type without content item.

Correct Answer: E

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for

your workers.

A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference: Fusion Applications Help, Define Workforce Profiles FAQs

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