



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Which role can perform these actions?

- A. User Enterprise Role
- B. Identify Management Role
- C. Administration Role
- D. Benefit Administrator Role
- E. Self-service profile management
- F. Administrative profile management
- G. Request management
- H. Delegated administrate

Correct Answer: A

User administration: User administration includes self-service profile management (users can view and edit their own profile), administrative profile management (one can view and manage the profiles of other users subject to access permissions), request management (enables users to create provisioning requests for resources with fine-grained entitlements, profile management requests, and role membership requests - approvers use the same user interface to process requests), delegated administration (by moving administration points as close to the user as possible, an organization can achieve tighter control and better security).

Reference: Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle Identity Manager

QUESTION 2

Identify the option that best describes "Analyze Workforce Deployment".

- A. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to view statistical and employment related information for individual workers and the workforce.
- B. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to analyze the workforce absence information.
- C. The Analyze Workforce Deployment business process enables line managers, Human Resource (HR) specialists and employees to view statistical and employment-related information for individual workers and the workforce
- D. The Analyze Workforce Deployment business process enables line managers and Human Resource (HR) specialists to view statistical and employment-related information.

Correct Answer: A

The Analyze Workforce Deployment business process enables line managers and human resource (HR) specialists to view statistical and employment-related information for individual workers and the workforce. Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Analyze Workforce Deployment: Overview



QUESTION 3

You are about to process the transfer for an employee. You realized that an appropriate action reason not available in the Action Reason field after entering the value in the Action field.

What must you do to proceed with the transfer process?

- A. Customize the UI and Business Process for this because user defined Action Reasons are not allowed.
- B. Handle this scenario manually.
- C. Create a new user defined Action Reason because the creation of user-defined Action Reasons is allowed.
- D. Do the updates from the back end because the UI does not support this.

Correct Answer: C

Note: 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

Identify five key characteristics of a duty role.

- A. represents job to which a user is assigned
- B. duty performed by somebody
- C. inherited by Job Role and Abstract Role
- D. not assigned to user
- E. security privileges granted
- F. used as building block
- G. associated with user irrespective of job

Correct Answer: BCDFG

QUESTION 5

ABC company is implementing Oracle Fusion Core HR product only and has not licensed any other Management product. As an implementation consultant, you can still set up talent notifications via "Manage Notifications Setup" page, because this setup page is \\owned\\ by _____.



- A. Oracle Fusion Goal Management
- B. Oracle Fusion Profile Management
- C. Oracle Fusion Performance Management
- D. Oracle Fusion Talent Review
- E. Oracle Fusion Compensation Management

Correct Answer: A

In the Define Worker Goal Setting activity, human resource (HR) specialists can manage performance and development goal plans, assign goals to workers using a mass process, administer worker goals, and manage the goal library.

For setup tasks only, the HR specialist can also:

*

Set profile options to specify the Oracle Fusion Goal Management features that your organization will use, such as the goal library, and goal plans, and approvals.

*

Manage common lookups and update those that have user or extensible customization levels.

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Manage e-mail notification settings that are sent to workers and managers reminding them of upcoming events and approvals.

Note: Talent Management include

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Oracle Fusion Goal Management

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Oracle Fusion Performance Management

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Oracle Fusion Talent Review

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Oracle Fusion Workforce Compensation

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Oracle Fusion Network at Work

*

Oracle fusion Incentive Compensation



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