



# 1Z0-418<sup>Q&As</sup>

Oracle Fusion Global Human Resources 2014 Essentials

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### QUESTION 1

While Implementing Oracle Fusion HCM you would like to use all the seeded Action types available.

Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

Note: Action Type

\*

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

\*

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.

Note 2: Seeded items are items that are provided out of the box.

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### QUESTION 2

The HR Administrator is unable to enter the details of an intern due to the unavailability of the right choice of values. The HR Administrator is unaware that the Worker Type '\\Intern\\' has not been set up in the application. Which are the four valid System person types (which are part of the person model in Fusion HCM) that the HR Administrator should be aware of?

- A. Employee
- B. Non-Worker
- C. Contingent Worker
- D. Person of Interest



E. Pending Worker

F. Contract Worker

Correct Answer: ABCE

Note:

\*

System Person Types

These are predefined person types that the application uses to identify a group of people. You cannot change, delete, or create additional system person types.

\*

Person types other than employee and contingent worker are not supported in the HCM coexistence environment.

\*

Human Resource Specialists for a Legal Employer, Example (see A) below):

Human resource (HR) specialists for the ABC legal employer need access to the person and assignment records of anyone who has a work relationship with the legal employer. You create a person security profile named All ABC Workers. In

the security profile, you:

A) Secure by person type and select the system person types employee, contingent worker, nonworker, and pending worker.

B) Set the access level to restricted for the selected person types.

C) Secure by legal employer, and select an existing organization security profile that identifies legal employer ABC and any subordinate organizations. The person security profile All ABC Workers inherits the organization security profile's data

instance set.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Human Resource Specialists for a Legal Employer

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### QUESTION 3

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

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#### QUESTION 4

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

\*

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

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### QUESTION 5

An organization's requirement is to track the incumbent history and identify who was in a particular job at a given point of time.

What would be your recommendation?

- A. Implement jobs functionality.
- B. Build grade ladders.
- C. Enable effective sequence on assignment.
- D. Implement position management.
- E. Do nothing as history tracking is default functionality.

Correct Answer: C

Effective sequence tracks the sequence of changes in rows for transactional history.

Incorrect answers:

B: Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

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