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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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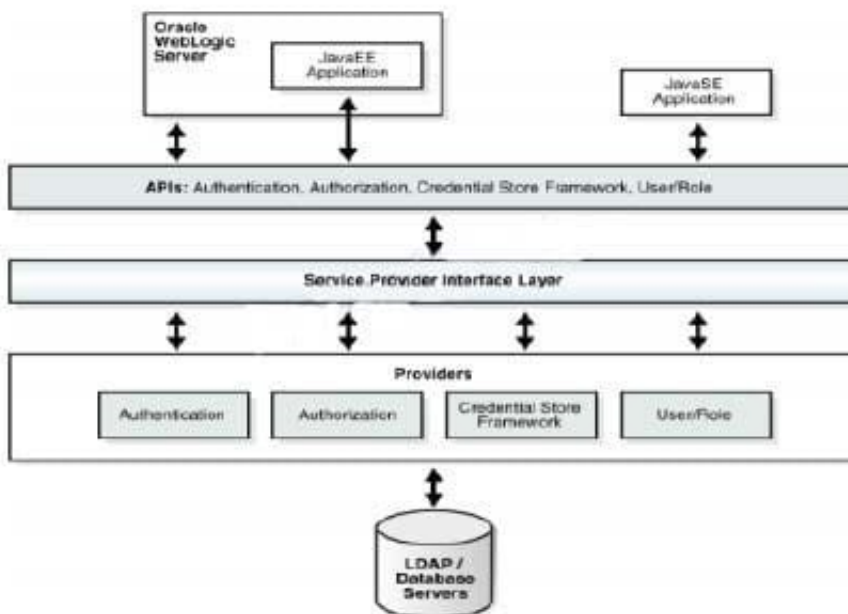
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QUESTION 1

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 2

In fusion HCM security, what kind of access does the user and role API application framework allow?

A. access to predefined security profile to relevant Job or Duty roles

B. access to implementation Users without managing job roles

C. access to identity information in a uniform and nonportable manner regardless of the particular underlying identity repository

D. access to identity information in a uniform and portable manner regardless of the particular underlying identity repository

E. access to implementation Users managing job, Data, and Duty roles

Correct Answer: C

User and role: OPSS\\'s User and Role API framework allows applications to access identity information (users and roles) in a uniform and portable manner regardless of the particular underlying identity repository. The User and Role API frees

the application developer from the intricacies of particular identity sources.

Reference:

Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle White Paper

QUESTION 3

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system.

However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identity three possible reasons for the system error

A. There are assignment records of one or more employees associated with this grade

B. The grade has grade rates defined.

C. The grade is linked to a grade ladder.

D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC

QUESTION 4

Your company is using Oracle E-Business Suite 11.5.10 HRMS for HR, Payroll, and Benefits. You are looking for a strategic way to upgrade your applications and the main factors for consideration are return on Investment and minimal risk.

In the role of a Business Analyst you have been asked to evaluate the options for upgrading to R12 and moving to Oracle Fusion Applications?

What is the first step in the road map to move to Oracle Fusion Applications?

A. Move Payroll and Benefits to Oracle Fusion. Adopt the coexistence model with HR on EBS 1 1.5.10.

B. Evaluate R12 for the value it would add to the current investment.

C. Move all the applications to Oracle Fusion.

D. Move any of the core modules, such as HR, payroll, or benefits, to Oracle Fusion. Later, move other modules to Oracle fusion.

Correct Answer: B

An assessment of current business requirements and solutions should be conducted before a coexistence model is proposed. A coexistence model may be implemented as part of a phased approach toward establishing an entire Oracle

Fusion Applications footprint.

Reference:

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

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QUESTION 5

Your company performs third-party payroll and benefits administration for more than 10 clients across the globe. You are planning to move your administration platform from a legacy application to Oracle Fusion. You also want to create some

custom applications to be integrated with Oracle Fusion. Your company has a service center, where application management and background jobs are centrally processed for all clients.

As a Functional Consultant, which deployment model would you suggest?

A. SaaS; Single tenant Deployment

B. SaaS; Multitenant Deployment

C. On-Premise; Multitenant Deployment

D. Hosted; Multitenant Deployment

E. Hosted; Single Tenant Deployment

F. On-Premise; Single Tenant Deployment

Correct Answer: D

We need an On-Premise deployment model to be able to create custom applications. We need Multitenant deployment as there is 10 clients across the globe.

Note: Multitenancy refers to a principle in software architecture where a single instance of the software runs on a server, serving multiple client organizations (tenants).

With a multitenant architecture, a software application is designed to virtually partition its data and configuration so that

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each client organization works with a customized virtual application instance.

The distinction between the customers is achieved during application design, so that customers do not share or see each other\\'s data.

Reference:

Oracle Fusion Middleware Administrator\\'s Guide for Oracle Adaptive Access Manager, Multitenancy

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