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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

As an HR Administrator, you have been trained to enter the details of a person who will be hired or start as a contingent worker, in the application. Identify the three options which are correct for the worker type - pending worker.

A. A person for whom you create a person record that is effective before the hire date.

B. A person who already has a person record, cannot be a pending worker.

C. An employee number is associated with a pending worker.

D. A person number is associated with a pending worker.

Correct Answer: ABD

A: pending worker

A person who will be hired or start a contingent worker placement and for whom you create a person record that is effective before the hire or start date.

Note:

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 worker type

A classification selected on a person\\\'s work relationship, which can be employee, contingent worker, pending worker, or nonworker.

*

 person number

A person ID that is unique in the enterprise, is allocated automatically to the person record, and does not change, even if the person leaves and later rejoins the enterprise.

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide, Glossary

QUESTION 2

You got promoted from manager to senior manager effective January 30, 2011.

Your line manager does a keyword search by entering "senior manager" as the keyword value and "January 15, 2011" as the effective as-on-date value.

What is the search result?

A. Your name appears in the search result.

B. Your name appears twice in the search result.

C. Your name appears in the search result with the designation "Senior Manager".

D. Your name appears in the search result with the designation "Manager".

E. Your name does not appear in the search result.

Correct Answer: D

QUESTION 3

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

A. First Name

B. Passport Number

C. Smoke Status

D. Business Email Address

E. Bank Account Number

Correct Answer: BDE

QUESTION 4

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 are 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 Bodiesare 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.

QUESTION 5

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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