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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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

The Oracle Fusion Applications security approach includes abstract, job, duty, and data roles.

B: Duty roles define the duties of a job as entitlement to perform a particular action, such as processing payables invoices.

C: Job and abstract roles inherit duty roles that determine the access to functions appropriate to the job. For example, the job role Accounts Payable Manager inherits the Payables Invoice Processing Duty.

Duty roles are implemented as application roles in Oracle Fusion Middleware so they can be defined within applications.

Duty roles carry entitlement to actions on functions and data. An example of a duty role is the Payables Invoice Processing Duty.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

QUESTION 2

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 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

QUESTION 3

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 4

You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

A. Employee

B. Managers

C. HR Specialist

D. Worker

Correct Answer: BC

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:

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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.

*

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

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Oracle fusion Incentive Compensation

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