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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Action Reasons provide further explanation to actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of the setup of Fusion HCM. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons

- A. Action Reasons are primarily used for analysis and reporting.
- B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons can be user defined.
- D. Action Reasons need not be associated with action.
- E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes (A). 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 (B). 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 2

Identify three correct statements about the My Organization region available on the Manager Dashboard.

- A. The reporting employees can be viewed in a hierarchy grid, organizational chart, and a simple list view.
- B. A manager can view worker termination and performance predictions.
- C. The number of subordinate levels to be displayed can be controlled.
- D. Employment, Availability, Compensation, and Performance information of the subordinates can be viewed.
- E. A manager can perform actions on a worker assignment.

Correct Answer: BCE

QUESTION 3

You are using Oracle Applications R11.5.10 for HR, Payroll, and Benefits, and a third party application for Talent Management. You are exploring the option of moving to Fusion HCM including Talent Management.



What is the recommended road map?

- A. Move all the applications to Fusion including Talent Management.
- B. Upgrade HR, Payroll, and Benefits to R12. Adopt Fusion Talent Management and be coexistent with R12. Later, move other modules one by one or all at once.
- C. Move Payroll, Benefits, and Talent Management to Fusion. Adopt coexistence model with EBS 11.5.10. Later, move HR to Fusion.
- D. Move only Talent management to Fusion and coexist with EBS 11.5.10. Later, move all other application to Fusion.

Correct Answer: B

QUESTION 4

You are a consultant hired to implement Profile Management. One of the requirements is to track the corporate citizenship activities of all employees and rate them on their involvement in the organization.

What five action should be taken?

- A. using a seeded rating model
- B. creating a new rating model
- C. creating a non-free-form content type
- D. creating a free-form content type
- E. creating content items
- F. adding the content type to the HRMS content subscriber code
- G. adding the content type to the person profile type

Correct Answer: BCEFG

QUESTION 5

What are the three ways in which Oracle Authorization Policy Manager may be used to create and administer data security policies?

- A. a database resource that references a foreign key corresponding to the database table or view of the business object to be secured
- B. a role that has been provisioned with the users who can perform the granted actions
- C. a rule (also known as a condition) to define the available row instances in the form of a SQL predicate or simple filler (stored as XML) defined on the rows of the database resource
- D. a role that has been provisioned with the users who can perform all actions without grant
- E. one or more actions (such as view, edit, or delete) performed on database records that correspond to the operations



supported by the business object, and which may include custom operations

Correct Answer: BDE

The Basic Security Artifacts An application stripe is a logical subset of the domain policy store where the application policies are kept. The first distinction among security artifacts accessible with Authorization Policy Manager is between global and application-specific artifacts. Global artifacts include users, external roles, and system policies and they apply to all application stripes. Even though system policies are stored in the domain policy store, in this release, Authorization Policy Manager does not support viewing or managing system policies. System policies are instead managed with Fusion Middleware Control, as explained in Oracle Fusion Middleware Application Security Guide. Application-specific artifacts include the resource catalog, application policies, application roles, and role categories, and they apply to just an application stripe.

Note: Authorization Policy Manager does not support the management of users and external roles; these artifacts can only be viewed with the tool. Their provision and management is typically accomplished using Oracle Identity Manager. Changes to the identity store are immediately visible in Authorization Policy Manager.

Reference; Oracle Fusion Middleware Administrator's Guide for Authorization Policy Manager, The Basic Security Artifacts

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