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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

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 2

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week. Which report will give you a snapshot of their availability?

- A. My Organization
- B. Leave Availability
- C. Worker Availability
- D. Predicted Worker Performance and Attrition

Correct Answer: C

Worker Availability: How It Is Determined The availability of a worker during a selected time period is automatically determined using: Absence entries during that period The work schedule that the worker presently follows Calendar events

QUESTION 3

You are implementing Oracle Fusion HCM and feel users may find it useful to be reminded of the effective date whenever they open a window where they can enter or change date-tracked information. You plan to implement the user profile option called "DateTrack: Reminder" that determines when the decision window appear to ask users if they want to change the effective date.

Identify the three possible values for this profile.

- A. Once
- B. Never



- C. Not now
- D. Not Today
- E. Always

Correct Answer: ABE

QUESTION 4

Action type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Fusion HCM, action types are associated with actions.

Which two statements are correct regarding action types?

- A. Action types are seeded.
- B. Every action type can have multiple actions within it.
- C. An action type cannot be associated with user defined actions.
- D. If "Termination" is an action, "Normal Termination" is an action type.
- E. Additional action types can be created.

Correct Answer: AB

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. (A, not E) Note 2: Seeded items are items that are provided out of the box.

QUESTION 5

Identify three features that describe locations.

- A. Location is a place where you conduct business or which is of interest to your business.
- B. Users have the ability to view locations on a map.
- C. Locations are created for each business unit.



D. Only a single address type is available for all location.

E. Locations are not date effective.

F. Locations can be deleted.

G. Users have the ability to upload images.

Correct Answer: ABD

A: A location identifies physical addresses of a workforce structure, such as a department or a job. You can also create locations to enter the addresses of external organizations that you want to maintain, such as employment agencies, tax authorities, and insurance or benefits carriers.

B: MapViewer is a J2EE service for rendering maps using spatial data managed by Oracle Spatial. MapViewer provides services and tools that hide the complexity of spatial data queries and cartographic rendering, while providing customizable options for more advanced users. MapViewer is designed to integrate with Location-Based services and applications.

Incorrect answers:

C: The locations that you create exist as separate structures that you can use for reporting purposes, and also in rules that determine employee eligibility for various types of compensation and benefits.

E: What happens if I inactivate a location?

Starting from the effective date that you entered, you can no longer associate the location with other workforce structures, assignments, or applications. If the location is already in use, it will continue to be available to the components that

currently use it.

Reference: Oracle Fusion Applications Workforce Deployment 11g, Human Resources Guide, Locations: Explained

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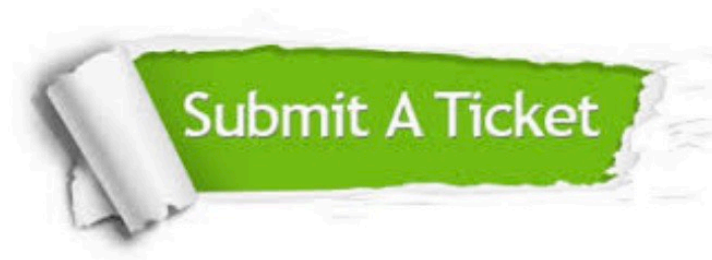
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