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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

You come across a client scenario where multiple systems are used for Different HR functions. The client is using PeopleSoft 8.8 for Human Resource and payroll. Third-party applications are being used for Talent Management, Recruitment, Learning management, and Time and Labor.

Identify two strategies to minimize the time and cost of adopting Oracle Fusion Applications.

A. Upgrade HR and Payroll to the latest version of PeopleSoft. Adopt Oracle Fusion Talent management in coexistence with PeopleSoft Later, move HR and Payroll to Oracle Fusion. Move third party applications to Oracle Fusion as and when they are available.

B. Adopt Oracle Fusion for HR. Payroll, and Talent Management Integrate other third-party applications with Oracle Fusion. Move other third-party applications to Oracle fusion as and when they are available.

C. Continue HR and Payroll in PeopleSoft. Adopt Oracle Fusion Talent management in coexistence with PeopleSoft, later move HR and Payroll to Oracle Fusion. Move other third party applications to Oracle Fusion as and when they are available.

D. Continue HR and Payroll in PeopleSoft. Move Talent Management to PeopleSoft. Later move HR Payroll. Talent Management to Oracle Fusion. Move other third-party applications to Oracle Fusion as and when they are available.

E. Move payroll and Talent Management to Oracle Fusion and be on coexistence model with PeopleSoft HR. Move other third-party applications to Oracle Fusion as and when they are available.

Correct Answer: AB

Note: Recent and upcoming releases of Oracle Apps are iterations on the Road to fusion: Release 12, PeopleSoft 9.0, JDE EnterpriseOne 8.12, JDE World A9.1.

QUESTION 2

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 3

You are working as an HRMS Business Analyst implementing Fusion Human Resources, Global Payroll, Talent Management, and Compensation. You are evaluating the options of deploying applications, with the objective of being

free from maintaining the infrastructure and applications while owning their infrastructure.

Which deployment option will you recommend?

A. SaaS model for Human Resources and Global Payroll only, with the rest of the modules On Premise

B. SaaS model for Human Resources, Global Payroll, Talent Management, and Compensation

C. hosted model for Human Resources and Global Payroll only, with the rest of the modules On- premise

D. hosted model for Human Resources, Global Payroll, Talent Management, and Compensation

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service (SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved independent software vendors (ISVs), hosting services providers and the customers. The technical challenges for SaaS providers include support for multi- tenancy, integration, security, usability, customization and service-level management. Oracle SaaS Platform consisting of virtualization, database, middleware and management software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference: HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

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QUESTION 4

Identify the set of enabled objects that are used for partitioning reference data.

A. legal entity, department, division, location

B. jobs, grades, salary plan, rates

C. enterprise, legal entity, business unit, position

D. department, location, jobs, grades

Correct Answer: D

When you set up an HCM coexistence environment, you must identify the reference data sets you need. Reference data sets provide a mechanism for separating and sharing definitions of specific business objects among business units. The set-enabled business objects that are relevant to all uses of HCM coexistence are locations, grades, jobs, and departments.

Note: Reference data sharing facilitates sharing of configuration data such as jobs and payment terms, across organizational divisions or business units. You define reference data sets and determine how the data is shared or partitioned. Use reference data sets to reduce duplication and maintenance by sharing common data across business entities where appropriate. Depending on the requirement (specific or common), each business unit can maintain its data at a central location, using a set of values either specific to it or shared by other business units.

Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide, Reference Data Sets for HCM Coexistence: Points to Consider

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QUESTION 5

Before you begin developing your application, you must identify your users, and determine their needs. What are the different roles you may use to differentiate user types?

A. Security, Department, Duty, and Job

B. Abstract, Job, Data, and Duty

C. Position, Function, Person, and Abstract

D. Grade, Job, Organization, and Duty

E. Assignment, Function, and Data

Correct Answer: B

Note: Create your own categories and ensure that the category names end with "Job Roles" or "Abstract Roles", as appropriate. For example, you could create a new category for job roles called ABC - Job Roles.

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