



# 1Z0-418<sup>Q&As</sup>

Oracle Fusion Global Human Resources 2014 Essentials

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### QUESTION 1

While Implementing Oracle Fusion HCM you would like to use all the seeded Action types available.

Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

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.

Note 2: Seeded items are items that are provided out of the box.

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### QUESTION 2

A worker was first hired on 1-Apr-2005 with a work relationship of "Employee". Later, the worker started the work relationship of Contingent worker on 2-Jun-2006. The worker has two current work relationships with the same legal employer. Identify the three correct options regarding service and seniority dates of the worker.

- A. The enterprise service date of the worker is 1-Jan-2005, the date on which the worker's record is created.
- B. The enterprise seniority date of the worker is 1-Apr-2005, the date on which the worker's enterprise service is based.
- C. The enterprise start date of the worker is 1-Apr-2005, the staff date of the worker's first work relationship of employee in the enterprise.
- D. The enterprise start date of the worker is 2-Jun 2006, the start date of the worker's first work relationship as



Contingent worker in the enterprise.

E. The enterprise seniority date of the worker is 2-Jun 2006, the date on which the worker's enterprise service is based.

Correct Answer: ABD

B: A seniority date is a date on which the calculation of a person's length of service with the enterprise or a legal employer. This date tracks the amount of time that a worker has been with a particular company in the organization. The default date is the hire date, but you can override it.

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### QUESTION 3

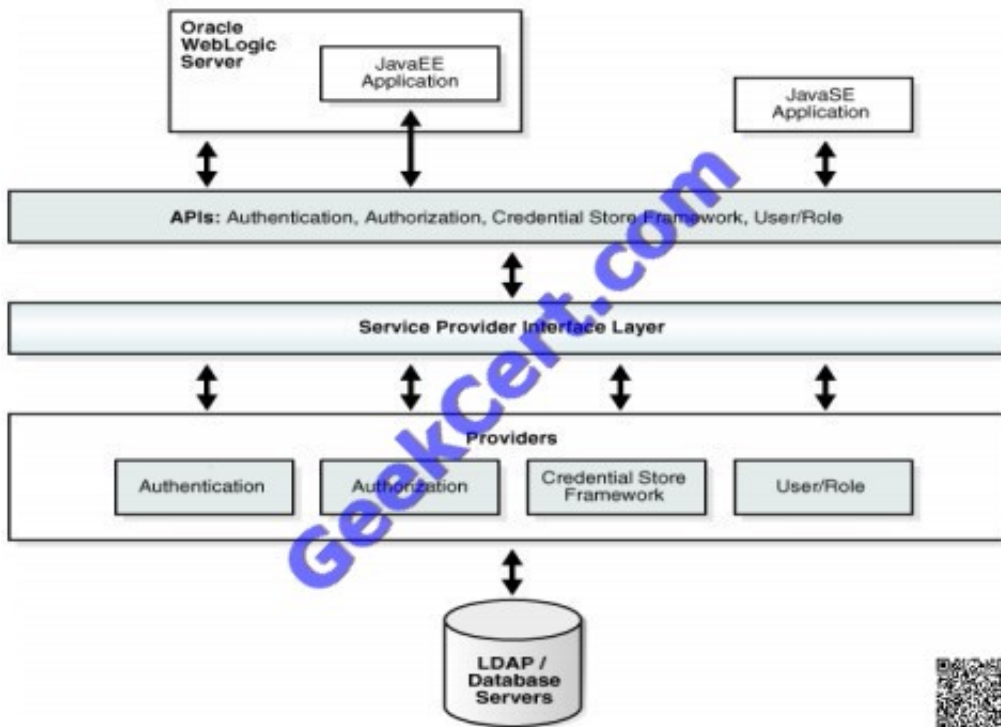
What does Oracle Platform Security provide enterprise product development teams, systems integrators (SIs), and independence software vendors (ISVs)?

- A. data security
- B. provisioning
- C. segregation of duties
- D. web services and WebPages
- E. confidential data

Correct Answer: D

Oracle Platform Security Services (OPSS) provides enterprise product development teams, systems integrators (SIs), and independent software vendors (ISVs) with a standards-based, portable, integrated, enterprise-grade security framework for Java Standard Edition (Java SE) and Java Enterprise Edition (Java EE) applications.

OPSS Architecture, see figure below.



#### QUESTION 4

You are implementing Oracle Fusion HCM and you make regular updates to your HR Data. For tracking these updates, you are using Data Tracking, which is a means of manipulating a history of changes to personal records. A user can date track by setting an "Effective Date". An effective date is at a particular point in time when a person's record is effective.

Identify the three valid statements regarding effective date.

- A. Effective date enables you to maintain history of data.
- B. Effective date is the date on which you create the date.
- C. Effective date specifies when the data goes into effect.
- D. Effective date ensures that the data is valid at a given point of time.
- E. Effective date feature is applicable to all the HR objects.

Correct Answer: ACD

Incorrect answers:

B: The date on which the object was effective as in when it started to be of any consequence.

#### QUESTION 5

The HR Administrator is unable to enter the details of an intern due to the unavailability of the right choice of values. The HR Administrator is unaware that the Worker Type 'Intern' has not been set up in the application. Which are the four



valid System person types (which are part of the person model in Fusion HCM) that the HR Administrator should be aware of?

- A. Employee
- B. Non-Worker
- C. Contingent Worker
- D. Person of Interest
- E. Pending Worker
- F. Contract Worker

Correct Answer: ABCE

Note:

\*

System Person Types

These are predefined person types that the application uses to identify a group of people. You cannot change, delete, or create additional system person types.

\*

Person types other than employee and contingent worker are not supported in the HCM coexistence environment.

\*

Human Resource Specialists for a Legal Employer, Example (see A) below):

Human resource (HR) specialists for the ABC legal employer need access to the person and assignment records of anyone who has a work relationship with the legal employer. You create a person security profile named All ABC Workers. In

the security profile, you:

- A) Secure by person type and select the system person types employee, contingent worker, nonworker, and pending worker.
- B) Set the access level to restricted for the selected person types.
- C) Secure by legal employer, and select an existing organization security profile that identifies legal employer ABC and any subordinate organizations. The person security profile All ABC Workers inherits the organization security profile's data

instance set.

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, Human Resource Specialists for a Legal Employer



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