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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

As an HR Specialist in your company, you are responsible to set up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Review Points tab is used only by which Oracle Fusion product?

A. Goal Management

B. Compensation Management

C. Performance Management

D. Talent Review

Correct Answer: C

Note:

* Sum Method

To use this method, the rating models that are associated with the section and its items must define review points. The rating model for the section must also define point ranges (from points and to points). The application converts ratings to review points as defined in the rating model, calculates the total review points, and converts this total into the corresponding review rating for the section by using the point range on the rating model. Weights, and any items without ratings, are ignored.

When using the sum method for the overall rating, section rating calculation rules can be sum or average only.

* Band Method

This method is similar to the sum method, but is available only for the Overall Summary section of a performance document. The Profile Content and Goals sections, however, use the average or sum method. To use the band method, the rating model that is associated with the Overall Summary section must include a performance document band and define review points as well as point ranges (from points and to points). During the calculation process, the application computes the total review points across all sections and converts this total into the equivalent rating on the document band.

Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Define Worker Performance

QUESTION 2

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.

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

QUESTION 4

As an HR Administrator, you search for a worker\\'s record and want to update certain values on the assignment level. Your legal employer has not allowed for an override at the assignment level. However, as an HR Administrator, you are aware that certain values are editable.

Identity two options that contain these editable values on the assignment.

A. Assignment Name, Assignment Number

B. Job, Location

C. Assignment Category, Person Type

D. Assignment Status, Assignment Projected End Date

E. Assignment Number, Job

Correct Answer: AC

You can edit the following values on the assignment regardless of whether override at the assignment level is allowed:

*

Assignment name

*

Assignment number

*

Assignment status

*

Assignment projected end date Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Editing Inherited Values on Assignments

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QUESTION 5

Identify the three business subprocesses offered under the Compensation Management category of the Oracle Fusion HCM product family.

A. Manage Benefits

B. Manage Compensation

C. Manage Incentive Compensation

D. Manage Compensation Budgets

E. Manage Personal Contributions

Correct Answer: BDE

Reference: Oracle Fusion Applications Compensation Management 11g, Compensation Guide

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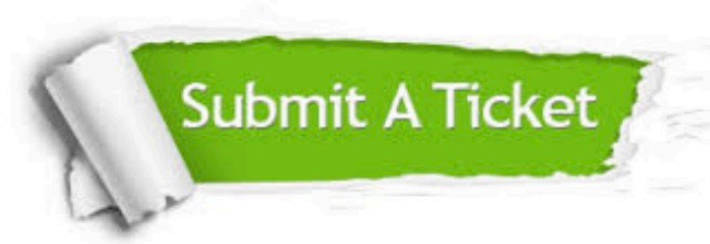
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