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Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

- A. Manage Absence
- B. Manage Global Workforce
- C. Manage Worker Performance
- D. Manage Social Networking
- E. Manage Workforce Profiles
- F. Manage Workforce Life Cycle

Correct Answer: ADEF

A: The Manage Absences business process is performed by human resource (HR) specialists and employees, or their managers, to provide accurate records of absences for reporting and payroll calculations.

D: You can create and join networks of people in your enterprise to collaborate, share knowledge, and achieve goals. Use the examples in this topic to understand how you can benefit from a social network.

E: The Manage Workforce Records business process enables access to the worker directory and management of worker document records and checklists.

F: The Manage Workforce Lifecycle business process covers all stages of a worker's association with the enterprise, from creation of the person record through termination of work relationships. Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide

QUESTION 2

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades between the two business units are not per the requirement.

Indicate what has gone wrong in the setup.

- A. The grade sets of the two business units have been interchanged
- B. The grade rate of the two business units have been interchanged.
- C. Incorrect grade ladder is attached to the two business units.
- D. All grades are available at enterprise level only.

Correct Answer: A

Grades and Sets

Sets enable you to share grades that are common across business units in your enterprise. You can assign grades to either a specific set or to the common set to each grade. If you assign the grade to the common set, then the grade is



available for use in all business units.

Note:

* grade rate

Used to define pay values for grades in a legislative data group.

Incorrect answers:

C: Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value

associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for

management grades, and a third for administrative grades.

Reference: Oracle Fusion Applications Compensation Management Implementation Guide, Define Workforce Structures: Define Grades

QUESTION 3

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

- A. Multiple Employment Terms with Multiple Assignments
- B. Multiple employment Terms with Single Assignment
- C. Single Employment Terms with Multiple Assignments
- D. Single Employment Terms with Single Assignment
- E. Only Multiple Employment Terms

Correct Answer: B

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

*

The employment model is designed to support simple or complex global work relationships. Employment structures are



designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

*

The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms. When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

*

Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

*

Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more assignments.

*

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

*

Multiple Employment Terms with Multiple Assignments Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments. Reference: Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained

QUESTION 4

You need to create an HCM data role user with "view all" access. This data role is based on the HCM administrator job role and combines those entitlements with unrestricted access to data in the secured objects. How can you properly assign a security profile to this new role?

- A. Assign a predefined security profile to relevant functional or duty roles using the Oracle fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- B. Assign a predefined security profile to relevant job or duty roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- C. Assign a predefined security profile to relevant job or abstract roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.
- D. Assign a predefined security profile to relevant job or functional roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.



E. Assign a predefined security profile to relevant data or position roles using the Oracle Fusion Human Capital Management (HCM) setup task manage data role and security profiles.

Correct Answer: B

Creating a Data Role for Implementation Users Create a Human Capital Management Application Administrator View All data role. This data role is based on the Human Capital Management Application Administrator job role and extends that role with unrestricted access to data in the secured objects that the role is authorized to access. Users assigned to this data role can perform all of the HCM setup steps. In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Role Management Duty role (B), which is entitled to create a data role for Human Capital Management Application Administrator (the entitlement is Manage HCM Data Role). This entitlement provides the access necessary to perform the Create Data Role for Implementation Users task in Oracle Fusion Global Human Resources.

Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Common Applications Configuration: Define Implementation Users

QUESTION 5

Select three countries that have initial country localization support offered by Oracle Fusion HCM.

- A. United States
- B. United Kingdom
- C. France
- D. China
- E. India
- F. Mexico
- G. Australia

Correct Answer: ABD

Oracle Fusion Global Payroll currently delivers pre-configured localizations for China, Saudi Arabia, United Arab Emirates, United Kingdom and the United States.

Reference: Oracle Fusion Global Payroll, International Hr/Payroll, And Global Payroll Interface, Oracle Data Sheet

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