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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

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

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 l-Apr-2005, the date on which the worker\\'s enterprise service is based.

C. The enterprise start date of the worker is l-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.

QUESTION 3

Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas

B. Individual permission to reset their password for the login application

C. Set of users requesting access based on the job level

D. Multiuser permission with validation of password length, alphanumeric, and special character usage

E. individual permission to access web services and webpages only

Correct Answer: C

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:

* The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application. *The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system.(C)

Reference:

Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

QUESTION 4

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 he 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 EmploymentTerms 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

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QUESTION 5

Select the four products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Development.

A. Profile Management

B. Performance and Goal Management

C. Time and Labor

D. Talent Review

E. Network at Work

F. Learning Management

Correct Answer: ABDF

Reference:

Oracle Fusion Applications Workforce Deployment Implementation Guide

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