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Oracle Fusion Human Capital Management 11g Human Resources
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QUESTION 1

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

E. Mexico

F. 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

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

Identify three features that describe locations.

A. Location is a place where you conduct business or which is of interest to your business.

B. Users have the ability to view locations on a map.

C. Locations are created for each business unit.

D. Only a single address type is available for all location.

E. Locations are not date effective.

F. Locations can be deleted.

G. Users have the ability to upload images.

Correct Answer: ABD

A: A location identifies physical addresses of a workforce structure, such as a department or a job. You can also create locations to enter the addresses of external organizations that you want to maintain, such as employment agencies, tax

authorities, and insurance or benefits carriers.

B: MapViewer is a J2EE service for rendering maps using spatial data managed by Oracle Spatial. MapViewer provides services and tools that hide the complexity of spatial data queries and cartographic rendering, while providing

customizable options for more advanced users.

MapViewer is designed to integrate with Location-Based services and applications.

Reference:

Oracle Fusion Applications Workforce Deployment 11g, Human Resources Guide, Locations: Explained

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QUESTION 4

An enterprise operates in a country where contract information is required for the employees. What kind of employment model can an enterprise use?

A. multiple assignments

B. single assignment with contracts

C. single assignment

D. multiple assignment with contracts

E. CONTRACT ASSIGNMENT

Correct Answer: B

Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without

having to use a three-tier employment model.

Note: The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only.

When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

*

 Single Assignment

*

 Single Assignment with Contract If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without having to use a three-tier employment model.

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 Multiple Assignments

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, The Two-Tier Employment Model: Explained

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QUESTION 5

As an HR specialist, you need to use the best fit analysis feature to determine the person profile that most closely matches a job profile. Which two profile type templates will you use to set up the person and job profiles?

A. Job

B. Person

C. Position

D. Competency

E. Model

Correct Answer: AB

Use the best-fit analysis to determine the person profile that most closely matches a job profile, or the job profile that is the best match for a person profile. For example, if you are trying to fill a Developer vacancy, and the job profile requires a

B.S. degree in Computer Science, level 4 expertise coding Java, and a Teamwork rating of at least 3, you can review an automatically-generated list of workers who most closely match this set of requirements. You can also use the best-fit analysis to find workers who are similar to a selected worker, or jobs that are similar to a selected job.

Reference:

Oracle Fusion Applications Product Information Management Implementation Guide, Best-Fit Analysis