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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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**QUESTION 1**

You are currently in the process of modeling an HCM Organization and have to identify the entity that an employ people. Identify the option that best describes a legal employer:

A. Legal entities that employ people arecalledlegal employers.

B. Divisions that employ people are called legal employers.

C. Departments that employ people are called legal employers.

D. Business Units that employ people are called legal employers.

E. An enterprise that employs people is called legal employers.

Correct Answer: A

When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM).

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

**QUESTION 2**

You are an HR Specialist in your company of 500 employees. You need to setup person profiles but you do not want users to enter the Accomplishments content type. Identify the three correct statements related to a person profile for the above scenario.

A. Each employee can have two Person Profiles.

B. Each employee can have only one Person Profile.

C. Person Profile is automatically associated with the Core HR person.

D. Person Profile is created automatically whenever a person record is created in Core HR.

E. Person profile is created automatically whenever a user attempts to access a person\\\'s profile for the first time.

F. Person Profile creation program is executed to create a person profile.

Correct Answer: BDF

Note: You create person profiles for individual workers and model profiles for workforce structures, such as a jobs or positions. The information that you complete for the profile is determined by how the profile type has been set up. For example, a person profile might contain information about a person\\\'s education, language skills, competencies, and activities and interests. A job profile might contain information about the requirements for the job, such as competencies, language skills, degrees, or certifications.

**QUESTION 3**

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

A. Improved productivity, manageability, and responsibility

B. Improved extensibility, responsibility, and functionality

C. Improved productivity, adaptability, and manageability

D. Improved sustainability, adaptability, and extensibility

E. Improved adaptability, extensibility, and functionality

Correct Answer: B

Extensibility: Be able to customize and extend Oracle Fusion CRM applications.

Responsibility through Roles. Functionality: Function security.

Reference:

Oracle Fusion Applications Security Guide

**QUESTION 4**

You have to compare two jobs. What are the three data sets on which the comparison can be based?

A. Competencies

B. Salary

C. Assignment

D. Development plans

E. Potential

F. Contracts

Correct Answer: ABC

A:Using the comparison feature, you can compare profiles to determine next career moves or training needs for workers, and identify suitable candidates for jobs. For example, if John is looking for his next career move, he can compare his profile to that of a job to determine whether his competency ratings match the targeted competency ratings in a job profile.

**QUESTION 5**

You are an HR specialist in your company and you need to set "Career Potential" as a content type. Which two roles should be granted access for the content section?

A. Employee

B. Managers

C. HR Specialist

D. Worker

Correct Answer: BC

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