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Oracle Fusion Human Capital Management 11g Human Resources
Essentials

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QUESTION 1

Your company performs third-party payroll and benefits administration for more than 10 clients across the globe. You are planning to move your administration platform from a legacy application to Oracle Fusion. You also want to create some

custom applications to be integrated with Oracle Fusion. Your company has a service center, where application management and background jobs are centrally processed for all clients.

As a Functional Consultant, which deployment model would you suggest?

- A. SaaS; Single tenant Deployment
- B. SaaS; Multitenant Deployment
- C. On-Premise; Multitenant Deployment
- D. Hosted; Multitenant Deployment
- E. Hosted; Single Tenant Deployment
- F. On-Premise; Single Tenant Deployment

Correct Answer: D

We need an On-Premise deployment model to be able to create custom applications. We need Multitenant deployment as there is 10 clients across the globe.

Note: Multitenancy refers to a principle in software architecture where a single instance of the software runs on a server, serving multiple client organizations (tenants).

With a multitenant architecture, a software application is designed to virtually partition its data and configuration so that each client organization works with a customized virtual application instance.

The distinction between the customers is achieved during application design, so that customers do not share or see each other's data.

Reference:

Oracle Fusion Middleware Administrator's Guide for Oracle Adaptive Access Manager, Multitenancy

QUESTION 2

Identify three correct statements about the My Organization region available on the Manager Dashboard.

- A. The reporting employees can be viewed in a hierarchy grid, organizational chart, and a simple list view.
- B. A manager can view worker termination and performance predictions.
- C. The number of subordinate levels to be displayed can be controlled.
- D. Employment, Availability, Compensation, and Performance information of the subordinates can be viewed.

E. A manager can perform actions on a worker assignment.

Correct Answer: BCE

QUESTION 3

For security implementation, the IT Security Manager Job role hierarchy includes the Data Access Administration Duty role, which is entitled to manage data access. For which task is the "Manage Data Access Sets Task" used?

- A. securing a common object such as an attachment category of a profile option
- B. viewing, treating, or updating data access sets used to secure ledger and ledger sets
- C. viewing, creating, or changing a data roles template
- D. creating data and function roles In Request management
- E. nothing; cannot be used anywhere

Correct Answer: B

Manage Data Access Sets

Data access sets define a set of access privileges to one or more ledgers or ledger sets.

The information on ledgers that are attached to data access sets are secured by function security. Users must have access to the segment values associated with the data access sets to access the corresponding GL account.

In the security reference implementation, the IT Security Manager job role hierarchy includes the Data Access Administration Duty role, which is entitled to manage data access sets (the entitlement is Define General Ledger Data Access Set).

This entitlement provides the access necessary to perform the Manage Data Access Sets task in General Ledger.

Reference:

Oracle Fusion Applications Security Guide, Manage Data Access Sets

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

QUESTION 5

As a Line Manager, you often make use of the Voluntary-termination and performance predictions to abreast of worker dynamics and be able to take corrective actions. You are aware that these predictions are based on specific attributes from an employee record. At what level are most of the attributes required for the analysis held?

- A. Most of the attributes are held at the payroll level.
- B. Most of the attributes are held at the setup level.
- C. Most of the attributes are held at the job level.
- D. Most of the attributes are held at the assignment level.

Correct Answer: D

Voluntary-termination and performance predictions are based on specific attributes from a worker's personal, employment, absence, compensation, and talent management information, most of which are held at the assignment level.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Predictive Attributes: Explained

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