



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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QUESTION 1

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

QUESTION 2

Select four correct statements that describe the- features of the Oracle Fusion HCM Product family.

- A. Comprehensive, role-based HCM solution that delivers best performance
- B. Global, enterprise wide structures support legislative, regulatory, and organizational needs
- C. Fully supported Global Payroll with localizations for all countries
- D. Flexible employment and person models, and profile management framework to meet all organization models
- E. Embedded Intelligence supports analysis and decisions
- F. Cloud only applications, providing 24/7 and worldwide availability

Correct Answer: ABDE

QUESTION 3

You are implementing Oracle Fusion HCM for a customer. What is the correct order for implementing these items?



- A. Action, Action Type, Action Reason
- B. Action, Action Reason, Action Type
- C. Action Type, Action, Action Reason
- D. Action Type, Action Reason, Action

Correct Answer: C

Note:

*

(not A, not B): Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types.

*

Action Reason You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff. The primary reason for doing this is for analysis and reporting purposes. You can view the action and reason details in the Employee Termination Report. Line managers can view predictions about who is likely to leave voluntarily, which are based on existing and historical terminations data. The process that generates the predictions uses the action and reason data to identify whether a termination is voluntary or involuntary. When managers allocate compensation to their workers, they can select from a list of action reasons that help identify the type of or reason for the compensation allocation.

Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide, Action Reason

QUESTION 4

What is used to associate content items and content types with each other?

- A. Content Relationship
- B. Properties
- C. Subscribers
- D. Skills
- E. Qualifications

Correct Answer: A

The content library provides the foundation for profiles as it stores both content types and content items. Content relationships enable you to associate content items of related content types with each other.

Reference: Oracle Fusion Applications Common Implementation Guide 11g , Content Type Relationships: Examples

QUESTION 5

While Implementing Oracle Fusion HCM you would like to use all the seeded Action types available.



Identify four valid Seeded Action Types that can be used for this Implementation.

- A. Hire an employee
- B. Hire Contractor
- C. Leave of Absence
- D. Promotion
- E. Global Transfer
- F. Termination

Correct Answer: ACDF

Note: Action Type

*

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

*

Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types.

Note 2: Seeded items are items that are provided out of the box.

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