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Oracle Fusion Human Capital Management 11g Human Resources Essentials

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QUESTION 1

Your customer is making regular updates to HR data and wants to keep a history of the changes made. While updating employee records, which two fields are date effective?

A. Person number

B. First Name

C. Phone number

D. Date of Birth

E. National identification Number

F. Assignment details

Correct Answer: CF

Phone number and assignment details might change over time.

The following objects related to person records are date-effective: contact relationships, disabilities, gender, marital status, person name, person addresses, visas, and work permits.

Note 1: Many Human Capital Management (HCM) objects are date-effective. The list of HCM date-effective objects includes but is not limited to: assignments, benefits plans and plan types, element definitions, eligibility profiles, employment

terms, grades, grade rates, grade ladders, jobs, job families, locations, organizations, payrolls, personal payment methods, and positions.

Note 2: Date Effectivity: Explained

The attributes of most business objects are likely to change over time. For example, grade rates may increase or a location\'s address may change. For some types of objects, such as payrolls, assignments, and organizations, a history of

changes is maintained. Professional users can retrieve and edit the version of an object that was current on a specified date. Such objects are referred to as dateeffective objects.

Reference:

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Date Effectivity: Explained

QUESTION 2

Your company is using Oracle E-Business Suite 11.5.10 HRMS for HR, Payroll, and Benefits. You are looking for a strategic way to upgrade your applications and the main factors for consideration are return on Investment and minimal risk.

In the role of a Business Analyst you have been asked to evaluate the options for upgrading to R12 and moving to Oracle Fusion Applications?

What is the first step in the road map to move to Oracle Fusion Applications?

A. Move Payroll and Benefits to Oracle Fusion. Adopt the coexistence model with HR on EBS 1 1.5.10.

B. Evaluate R12 for the value it would add to the current investment.

C. Move all the applications to Oracle Fusion.

D. Move any of the core modules, such as HR, payroll, or benefits, to Oracle Fusion. Later, move other modules to Oracle fusion.

Correct Answer: B

An assessment of current business requirements and solutions should be conducted before a coexistence model is proposed. A coexistence model may be implemented as part of a phased approach toward establishing an entire Oracle

Fusion Applications footprint.

Reference:

Roadmaps to Oracle Fusion Applications for Current Oracle Applications Customers, Oracle White Paper

QUESTION 3

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:

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Single Assignment

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 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 4

You are using Oracle Applications R11.5.10 for HR, Payroll, and Benefits, and a third party application for Talent Management. You are exploring the option of moving to Fusion HCM including Talent Management. What is the recommended road map?

A. Move all the applications to Fusion including Talent Management.

B. Upgrade HR, Payroll, and Benefits to R12. Adopt Fusion Talent Management and be coexistent with R12. Later, move other modules one by one or all at once.

C. Move Payroll, Benefits, and Talent Management to Fusion. Adopt coexistence model with EBS 11.5.10. Later, move HR to Fusion.

D. Move only Talent management to Fusion and coexist with EBS 11.5.10. Later, move all other application to Fusion.

Correct Answer: B

QUESTION 5

Identify five key characteristics of a duty role.

A. represents job to which a user is assigned

B. duty performed by somebody

C. inherited by Job Role and Abstract Role

D. not assigned to user

E. security privileges granted

F. used as building block

G. associated with user irrespective of job

Correct Answer: BCDFG

The Oracle Fusion Applications security approach includes abstract, job, duty, and data roles.

B: Duty roles define the duties of a job as entitlement to perform a particular action, such as processing payables invoices.

C: Job and abstract roles inherit duty roles that determine the access to functions appropriate to the job. For example, the job role Accounts Payable Manager inherits the Payables Invoice Processing Duty.

Duty roles are implemented as application roles in Oracle Fusion Middleware so they can be defined within applications.

Duty roles carry entitlement to actions on functions and data. An example of a duty role is the Payables Invoice Processing Duty.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

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QUESTION 6

Your company is planning to move its HR system from a legacy application to Fusion. You are looking at a deployment option that allows you to be free from maintaining the infrastructure and applications and gives you more flexibility in terms of upgrading to latest releases of Fusion Applications. You are not expecting any large customizations to be done. What is the best deployment model you can opt for?

A. On-Premise

B. SaaS

C. Hosted

D. Homegrown

E. Hybrid

Correct Answer: B

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service (SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved -independent software vendors (ISVs), hosting services providers and the customers. The

technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS Platform consisting of virtualization, database, middleware and management

software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference:

HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

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QUESTION 7

Select three statements regarding Workforce Directory management.

A. Provides a graphical organization chart that shows an easy and fully integrated view of all information related to an employee

B. Is designed to support workers that provides access to a 360-degree view point-in-time evaluation of worker performance

C. Has powerful keyword search that provides access to a 360-degree view of the employee

D. Is designed to house all data, including talent data and data from other Oracle and third-party HR applications

E. Support development plans for employees to track their personal growth and career development

F. Provides a collaborative framework that allows workers to build their own internal social network and connect with other domain experts and colleagues with similar interests

Correct Answer: ACE

A: Oracle Fusion Workforce Directory Management\\'s graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface.

C: A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc).

E:

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 Enable managers to make effective decisions using an intuitive, interactive visual organization chart, rich with data

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 Empower users to establish relationships across the organization

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 Enable workers to focus on individual growth while aligning with organizational objectives

Reference:

Oracle Fusion Talent Management Base (Workforce Directory Management), Oracle Data Sheet

QUESTION 8

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

A. First Name

B. Passport Number

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C. Smoke Status

D. Business Email Address

E. Bank Account Number

Correct Answer: BDE

QUESTION 9

Identify two valid options for configuring Legislative Data Groups.

A. None, because the configuration of Legislative Data Groups is optional.

B. Minimum one for each country in which the enterprise operates.

C. Add Legislative Data Groups ifextremely diverse payroll setup exists within the enterprise.

D. The number of t he Legislative Data Group and the Legal Employer should be the same.

E. The number of the legislative Data Group and the Tax Reporting Group should be the same.

Correct Answer: BD

B:Create a legislative data group for each currency in which you pay workers.

Legislative data groups are a means of partitioning payroll and related data. At least one legislative data group is required for each country where the enterprise operates. Each legislative data group is associated with one or more payroll

statutory units.

D: Oracle Fusion Payroll is organized by legislative data groups. Each legislative data group marks a legislation in which payroll is processed, and is associated with a legislative code, currency and its own cost key flexfield structure. A legislative data group is a boundary that can share the same set up and still comply with the local laws. It can span many jurisdictions as long as they are within one country, and contain many legal entities that act as payroll statutory units. Each payroll statutory unit can belong to only one legislative data group.

Reference:

Oracle Fusion Applications Coexistence for HCM Implementation Guide 11g, Legislative Data Groups: Explained

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QUESTION 10

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.

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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 11

You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup. Identify the correct sequence of steps to be followed for this setup.

A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.

B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.

C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.

D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group

Correct Answer: B

The following figure and chart describes the Business Process Model structures and activities.
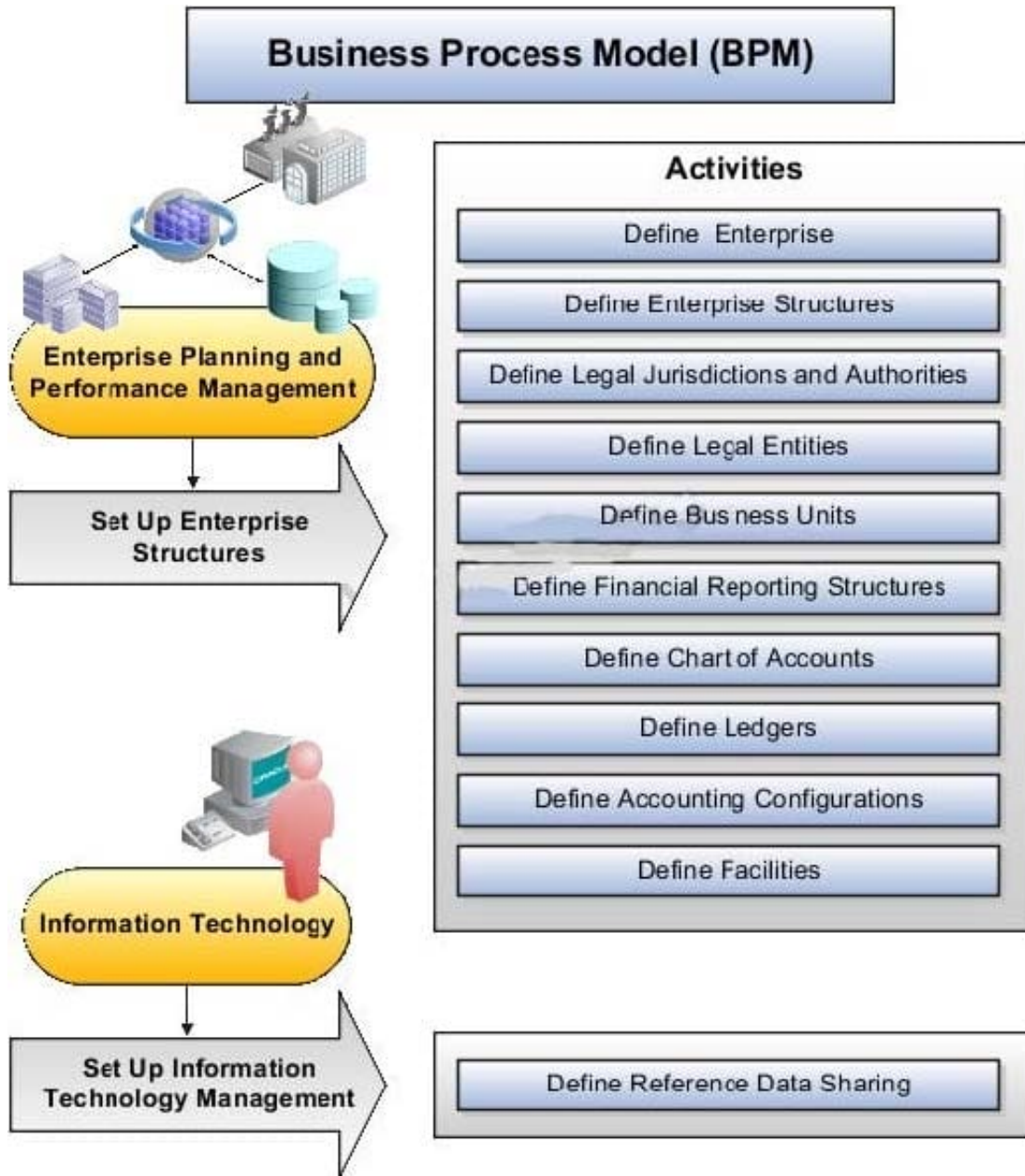
Reference:

Oracle Fusion Applications Product Information Management Implementation Guide 11g,Enterprise Structures Business Process Model: Explained

QUESTION 12

Your company wants to track the previous employment information for workers, including employer name, dates of employment, and job description. What should you do?

A. Create a new content type and content item.

B. Use seeded content type and new content item.

C. Create a new content type but seeded content item.

D. Create free-form content type and new content item.

E. Create free form content type without content item.

Correct Answer: E

Free-form content types enable you to capture information in a profile that you do not need to store in the content library. For example, you can set up a free-form content type to store information about the previous employment information for

your workers.

A free-form content type contains only a code, name, and a description, and does not have any properties defined for it until you add it to a profile type. Free-form content types do not include any content items.

Reference:

Fusion Applications Help, Define Workforce Profiles FAQs

QUESTION 13

You want to display a new field of sensitive data to display salary information. Which security policy controls access to the field displayed by the component?

A. Function Security Policy

B. ADF Security expression language

C. Data Security Polity

D. Oracle Platform Security Policy

Correct Answer: C

Functions and data are inaccessible to users unless they are provisioned with the roles necessary to gain access. Function security provides users with access to pages in application users interfaces and actions that can be performed there.

Data security allows users to see data in those pages. Some data is not secured, in which case access to a user interface page gives unrestricted access to the data that is accessible from that page.

Reference:

Oracle Fusion Applications Security Guide, Function and Data Security

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QUESTION 14

As an HR Specialist in your company, you are responsible to set up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Review Points tab is used only by which Oracle Fusion product?

A. Goal Management

B. Compensation Management

C. Performance Management

D. Talent Review

Correct Answer: C

Note:

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Sum Method To use this method, the rating models that are associated with the section and its items must define review points. The rating model for the section must also define point ranges (from points and to points). The application converts ratings to review points as defined in the rating model, calculates the total review points, and converts this total into the corresponding review rating for the section by using the point range on the rating model. Weights, and any items without ratings, are ignored. When using the sum method for the overall rating, section rating calculation rules can be sum or average only.

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Band Method This method is similar to the sum method, but is available only for the Overall Summary section of a performance document. The Profile Content and Goals sections, however, use the average or sum method. To use the band method, the rating model that is associated with the Overall Summary section must include a performance document band and define review points as well as point ranges (from points and to points). During the calculation process, the application computes the total review points across all sections and converts this total into the equivalent rating on the document band.

Reference:

Oracle Fusion Applications Workforce Development Implementation Guide 11g, Define Worker Performance

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QUESTION 15

What are the three benefits of Oracle Fusion Applications using a Lightweight Directory Access Protocol (LDAP) system?

A. enforces the principle of least privilege

B. segregates duties to be more rigorously enforced

C. allows principles of assured revocation to be more rigorously enforced

D. extends the database concept of a grant to applications

E. uniquely identifies a single person

Correct Answer: ABC

Oracle Fusion Applications applies the following standard security principles:

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Least privilege (A)

Oracle Fusion Applications roles carry only required privileges. Application roles define duties that entitle access to only the functions and data necessary for performing the defined tasks of that duty.

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Segregation of duties (B)

Oracle Fusion Applications checks duty roles for segregation of duties policy violations measured against content and the risks defined in the Oracle Application Access Controls Governor (AACG) and against content according to best

available security guidelines. User and role provisioning respects the segregation of duties policies.

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Containment and no write down

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Transparency

*

Assured revocation (C)

Revoking one security policy revokes all implementations of that policy across all tools in production.

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Defense in depth

E: The process Retrieve Latest LDAP Changes sends to Oracle Fusion HCMamong other items:

Reference:

Oracle Fusion Applications Security Guide 11g

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