



# 1Z0-218<sup>Q&As</sup>

PeopleSoft Human Resources 9 Fundamentals

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**QUESTION 1**

Which three statements about departments are true? (Choose three.)

- A. Your client has a very well-defined hierarchical organizational structure. It is more suitable to define manager type by Position than by Manager ID when establishing the department.
- B. Your client is operating in a multicompany environment and shares departments among different companies. When establishing the departments for this client, the Company field should be left blank.
- C. Your client is a single legal entity with multiple business units operating across the country. It's not unusual for the different departments in different business units to share the same office area. The most efficient way to set up Location table in this case is to set it up under a sharedSetID.
- D. Your client is operating in a global environment with departments shared among different regions. Your client has established oneSetID across the regions to allow the sharing of departments, and would like to secure the data regionally by department. The best way to accomplish this task is to set up security access by department.

Correct Answer: ABC

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**QUESTION 2**

What enables the organization to define each piece or component of a worker's salary and itemize it to comprise a single total base salary?

- A. Salary Plan
- B. Salary Step
- C. Salary Grade
- D. Comp Rate Code
- E. Compensation Frequency

Correct Answer: D

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**QUESTION 3**

PeopleSoft HCM 9.0 supports configuration for many countries. On the Installation Table you will see a tab labeled Country Specific. There is a link labeled Installed Countries. Choose four countries that are supported by PeopleSoft. (Choose four.)

- A. India
- B. Brazil
- C. China



- D. Japan
- E. Russia
- F. Pakistan

Correct Answer: ABCD

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#### QUESTION 4

Your client has a contractor, who is already set up in PeopleSoft as a Contingent Worker. It wants to hire the contractor as an employee. Which statement is true concerning its Job Data setup?

- A. A new Employee Record Number is created for the Employment Instance.
- B. The Employment Instance is added to the same Employee Record Number.
- C. The Contingent Work Instance has to be deleted before adding the Employment Instance.
- D. The Contingent Work Instance has to be terminated before adding the Employment Instance.

Correct Answer: A

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#### QUESTION 5

Identify two true statements regarding Temporary Assignments in PeopleSoft HCM 9.0. (Choose two.)

- A. Only the temporary assignment can be paid.
- B. Both the temporary assignment and original instance can be paid.
- C. The data on the existing employment record is kept active for the duration of the temporary one.
- D. The original instance is copied to a temporary employment record and is kept in a suspended status.

Correct Answer: AD

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