



# 1Z0-418<sup>Q&As</sup>

Oracle Fusion Global Human Resources 2014 Essentials

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### QUESTION 1

You are setting up organizations in Fusion HCM. Identify the five setup activities to be performed via the Functional Setup Manager.

- A. Manage Business Units
- B. Manage Divisions
- C. Manage Enterprise
- D. Manage Departments
- E. Manage Legislative Data Groups
- F. Manage Legal Entity
- G. Manage Professional Bodies

Correct Answer: BCDEF

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### QUESTION 2

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

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### QUESTION 3

Action Reasons provide further explanation to actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of the setup of Fusion HCM. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons

- A. Action Reasons are primarily used for analysis and reporting.



- B. Worker termination predictions use Action and Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons can be user defined.
- D. Actions Reasons need not be associated with action.
- E. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

You can optionally associate reasons with actions, for example, a generic action of termination could have reasons such as voluntary retirement or involuntary layoff (C). The primary reason for doing this is for analysis and reporting purposes (A). 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 (B). 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

A person has already applied for an employment opportunity with a legal employer in the past. The person reapplies after sometime for an opportunity with a different legal employer in the same enterprise. The person while applying for the second time provides a new national identification value.

What option should you have as an HR Specialist to check if there is already a matching record existing in the system?

- A. The HR Specialist does not have to do anything. The application will save the person record and there will be two person records available for further processing.
- B. The application will identify a match if the first name, the first character of the last name, and the date of birth or the same and if the last name, the first character of the first name, and the date of birth are same. The HR Specialist will need to identify the record to be same and proceed further.
- C. The application will identify a match if the first name, the first character of the last name, and the date of the birth are the same. The HR Specialist will need to identify the record to be same and proceed further.
- D. The HR specialist does not have to do anything. The application will identify a matching record the moment a second record is entered in the system.

Correct Answer: B

Note: Real-Time Matching Service

During the data entry process, the Real-Time Matching Service finds all possible duplicate records that may exist in the trading community registry for an entered record, and assigns a match score to each potential duplicate identified.

Consuming Applications

Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match score returned by the service and the threshold settings in the configuration, the calling application



can provide the option to either select an existing duplicate record or continue to create a new record.

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#### QUESTION 5

Which four products are part of the Oracle Fusion HCM product family under the business process category of Workforce Deployment?

- A. Human Resources
- B. Global Payroll
- C. Workforce Life Cycle Manager
- D. Workforce Predictions
- E. Time and labor
- F. Performance Management
- G. Network at Work

Correct Answer: ABCF

B: The first step in implementation is to configure the offerings in the Setup and Maintenance work area to select which offerings and options are available to implement. For the Workforce Deployment offering, you can select the following options:

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Payroll

\*

Absence Management

\*

Human Resource Business Intelligence Analytics Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide

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