



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

Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

Identify the correct description of the free-form content type

- A. Free form content types do not contain relationships and do not contain properties until you add them to a profile type.
- B. Free-form content types contain relationships and contain properties as part of profile type.
- C. Free-form content types do not contain relationships but contain properties as part of profile type.
- D. Free-form content types contain relationship and do not contain until you add them to a profile type.

Correct Answer: A

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

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**QUESTION 2**

What are used as templates to create profiles?

- A. Profiles
- B. Profile types
- C. Content Items
- D. Content type

Correct Answer: B

Profile types are templates that you use to create profiles. Profile types determine whether the profile is for a person or for a workforce structure such as a job or a position, and the content of the profile. You select content types from the content library to create content sections for the profile type.

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**QUESTION 3**

You are setting up the security profile for the HCM object types. All security profile definitions for these HCM objects are eventually visible in the Oracle Fusion Middleware Authorization Policy Manager (APM). In the Fusion APM application, for which HCM object types can you create security profiles?

- A. Person, Name, Gender, Address



B. Person, Working Hours, Assignment type

C. Person, Organization, position, Payroll

D. Person, Location, Grade, User Status

E. Name, Birth date, Age, Person type

Correct Answer: C

You can create security profiles for the following HCM object types:

\*

Person

/ Managed person / Public person

\*

Organization

\*

Position

\*

Payroll

\*

Legislative data group (LDG)

\*

Country

\*

Document type

\*

Payroll flow

Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide 11g, HCM Object Types

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#### QUESTION 4

You are currently in the process of modeling an HCM Organization and have to identify the entity that an employ people. Identify the option that best describes a legal employer:

A. Legal entities that employ people are called legal employers.



- B. Divisions that employ people are called legal employers.
- C. Departments that employ people are called legal employers.
- D. Business Units that employ people are called legal employers.
- E. An enterprise that employs people is called legal employers.

Correct Answer: A

When you set up legal entities, you can identify them as legal employers and payroll statutory units, which makes them available for use in Oracle Fusion Human Capital Management (HCM). Reference: Oracle Fusion Applications Coexistence for HCM Implementation Guide, Payroll Statutory Units, Legal Employers, and Tax Reporting Units: How They Work Together

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#### QUESTION 5

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 if extremely diverse payroll setup exists within the enterprise.
- D. The number of the 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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