



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

Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

Identify the two applicable model profiles for workforce structures.

- A. Jobs
- B. Individual worker
- C. Position
- D. Department
- E. Location
- F. Business unit

Correct Answer: AC

Model profiles identify the competencies, qualifications, and experience required for a workforce structure, such as a job or position.

Reference; Oracle Fusion Applications Workforce Development Guide 11g, Model Profiles: Explained

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**QUESTION 2**

An organization has a requirement to capture the contract details of a worker. Also, there may be multiple employment terms for a work relationship. The organization has indicated that it may not have a multiple assignment requirement.

As an implementation consultant, you are aware that this can be handled through the three-tier employment model.

Which option will you select while configuring the employment model for the enterprise or legal employer, to best handle the organization's requirement?

- A. Multiple Employment Terms with Multiple Assignments
- B. Multiple employment Terms with Single Assignment
- C. Single Employment Terms with Multiple Assignments
- D. Single Employment Terms with Single Assignment
- E. Only Multiple Employment Terms

Correct Answer: B

Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

Note:

\*



The employment model is designed to support simple or complex global work relationships. Employment structures are designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

\*

The three-tier employment model comprises three types of entities, which are work relationships, employment terms, and assignments. Users can include contract details in employment terms. When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), the following three-tier options are available:

\*

#### Single Employment Terms with Single Assignment

Each work relationship contains one set of employment terms, and each set of employment terms contains one assignment.

\*

#### Single Employment Terms with Multiple Assignments

Each work relationship contains one set of employment terms, and the employment terms can contain one or more assignments.

\*

#### Multiple Employment Terms with Single Assignment

Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain a single assignment.

\*

Multiple Employment Terms with Multiple Assignments Each work relationship can contain one or more sets of employment terms, and each set of employment terms can contain one or more assignments. Reference: Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Three-Tier Employment Model: Explained

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### QUESTION 3

You are a consultant hired to implement Profile Management. One of the requirements is to track the corporate citizenship activities of all employees and rate them on their involvement in the organization.

What five action should be taken?

- A. using a seeded rating model
- B. creating a new rating model
- C. creating a non-free-form content type
- D. creating a free-form content type
- E. creating content items



- F. adding the content type to the HRMS content subscriber code
- G. adding the content type to the person profile type

Correct Answer: BCEFG

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#### QUESTION 4

Select the two reporting tools that are tightly integrated with Oracle Fusion HCM to provide a wide range of analytics and reporting.

- A. Oracle BI Applications
- B. Oracle Warehouse Builders
- C. Oracle Discover
- D. Oracle Transactional BI
- E. Oracle Web Composer

Correct Answer: AD

The analytics within the Fusion BI Apps will come in two flavours;

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Oracle Transactional BI analytics, which will provide real-time reporting via ADF view objects on the Fusion Apps data, and

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traditional, Oracle BI Applications analytics, which will be against the Fusion BI Apps data warehouse.

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#### QUESTION 5

You have terminated a sales manager "X" as of May 31, 2011 and promoted another employee "Y" to this position as of June 15, 2011. Sales Manager is a single incumbent position. Identify two correct details that would be displayed in the system as of June 5, 2011.

- A. The position details will display the current position FTE as 1, current incumbent FTE as 0, and the differential FTE as 1.
- B. The position details will display the current position FTE as 1, current incumbent FTE as 1, and the differential FTE as 0.
- C. The current field will be blank.
- D. The current incumbent field will have employee "Y".
- E. The incumbent details of "X" and "Y" can be viewed by clicking "Show History" in the position incumbent details screen.



Correct Answer: AE

Note:

\*

Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure a worker's involvement in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

\*

By default, FTE is the result of dividing assignment working hours by standard working hours, which are generally those of a full-time worker. For example, if a person's working hours on an assignment are 20 and the standard working hours for the department are 40, the FTE for the assignment is 0.5. If no standard-working-hours value is available for the enterprise, legal employer, position, or department, an assignment has no default FTE value. You can edit the FTE value on any assignment.

\*

. Fixed roles tend to endure over time, surviving multiple incumbents. Industries that manage roles rather than individuals, where roles continue to exist after individuals leave, typically model the workforce using positions.

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