



1Z0-418^{Q&As}

Oracle Fusion Global Human Resources 2014 Essentials

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**QUESTION 1**

Before you begin developing your application, you must identify your users, and determine their needs. What are the different roles you may use to differentiate user types?

- A. Security, Department, Duty, and Job
- B. Abstract, Job, Data, and Duty
- C. Position, Function, Person, and Abstract
- D. Grade, Job, Organization, and Duty
- E. Assignment, Function, and Data

Correct Answer: B

Note: Create your own categories and ensure that the category names end with "Job Roles" or "Abstract Roles", as appropriate. For example, you could create a new category for job roles called ABC - Job Roles.

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.

QUESTION 3

Identify four benefits of the Oracle Fusion HCM Person Model.

- A. global person support
- B. multiple employment support
- C. up-to-date business requirement
- D. separation of legislative data
- E. cleaner separation of product architecture



F. upgrade is easier

G. separation of attributes with many-to-many relationship with person

Correct Answer: A

Note:

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Fusion HCM is based on research driven latest functional architecture. The foundation areas like person, employment and workstructures are rewritten using Global Person model, 3-Tier employment model and Enterprise structures models. Fusion HCM can support multi tenancy (MT) using its enhanced architectural capabilities.

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Because Oracle Fusion HCM has a single people model underpinning every module, it preserves a single, consistent, master employee record across every HR process, from payroll and benefits through to learning and development. It can accurately reflect even the most complex organizational hierarchies, including cross-border reporting lines, multiple reporting lines and globally-dispersed teams. The single view of each person also makes it easy to monitor and ensure compliance with the relevant employment laws for every employee, in every country.

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.

QUESTION 5

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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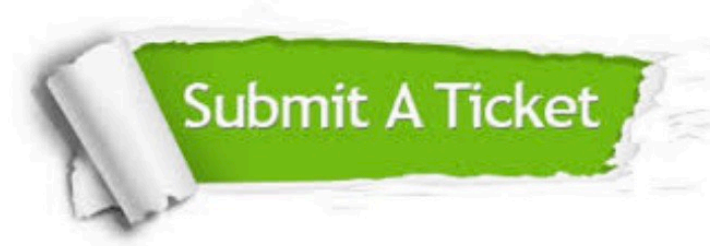
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