1Z0-418^{Q&As}

1Z0-418^Q&As

Oracle Fusion Global Human Resources 2014 Essentials

Pass Oracle 1Z0-418 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.pass4lead.com/1z0-418.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

QUESTION 1

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in FSM > Define Workplace Profiles.

A. Define Telnet > manage Profile Types

B. Define Telnet Profile Content > Manage Content Subscribers

C. Define Telnet Profile Content > Manage Profile Content Items

D. Define Telnet Profile Content > Manage Educational Establishments

Correct Answer: D

Manage Educational Establishments: Create and update a list of educational establishments that your workers have attended, including high schools, colleges, universities, and professional schools. Reference: Oracle Fusion Applications Product Information Management Implementation Guide 11g, Define Enterprise: Manage Enterprise HCM Information

QUESTION 2

You want to track changes to certain Human Capital Management (HCM) records, for example, changes to employment and assignment records. You want to create your own actions and associate them with the predefined action types. Identity two correct statements regarding actions

A. User defined actions can be created and linked to predefined action types.

B. Actions should always have an action reason associated.

C. Only one action can be associated with action type.

D. Actions can be launched from the organization chart page and are controlled by data security.

E. Actions are not a mandatory work structure.

Correct Answer: AD

A: Action Type

Action type identifies the type of business process associated with the action and determines what happens when you select an action. An action type is associated with one or more predefined actions. You can create your own actions and

associate them with the predefined action types. For example, the Hire an Employee action type is associated with the Hire action. You could create an action Hire Part-Time and associate it with the Hire an Employee action type. Your action

appears in the Action list of values on the Hire an Employee page. To hire a part-time employee, you could select the Hire Part-Time action instead of the predefined Hire action.

Incorrect answers:

B: Action Reason

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: Action types are predefined and can contain one or more actions. You may associate your actions with the predefined action types but not create your own action types.

QUESTION 3

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades between the two business units are not per the requirement.

Indicate what has gone wrong in the setup.

A. The grade sets of the two business units have been interchanged

B. The grade rate of the two business units have been interchanged.

C. Incorrect grade ladder is attached to the two business units.

D. All grades are available at enterprise level only.

Correct Answer: A

Grades and Sets

Sets enable you to share grades that are common across business units in your enterprise. You can assign grades to either a specific set or to the common set to each grade. If you assign the grade to the common set, then the grade is available for use in all business units.

Note:

* grade rate

Used to define pay values for grades in a legislative data group.

Incorrect answers:

C: Create grade ladders to group grades and grades with steps in the sequence in which your workers typically progress. Grade ladders describe the grades and steps to which a worker is eligible to progress and compensation value

associated with that grade and step. You can set up separate grade ladders for different types of jobs or positions in your enterprise. For example, you may create three grade ladders for your enterprise: one for technical grades, another for

management grades, and a third for administrative grades.

Reference: Oracle Fusion Applications Compensation Management Implementation Guide, Define Workforce Structures: Define Grades

QUESTION 4

Identity 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

QUESTION 5

Enterprise ABC Limited is based in US, UK, and Australia. The grade structure is common across the enterprise. However, the salary is paid out in respective currencies on each of the regions.

Identify the correct method of defining the grade and grade rates.

A. Link grades with a common set and associate grade rates with legislative data group for each region.

B. Create grades and grade rates specific to each country and associate them with respective business units.

C. Create grades and grade rates specific to each country and associate them with legislative data group for each region.

D. Link grades and associate grade rate with a common set.

Correct Answer: C

You assign a legislative data group to each grade rate. Depending on how your enterprise is configured, you may have several legislative data groups. You can set up grades that are shared across different areas of your business, and then enter rates that are specific to each legislative data group.

Note:

*

 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.

*

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 Workforce Deployment, Human Resources Guide, Grade Rates: Explained

Latest 1Z0-418 Dumps   1Z0-418 VCE Dumps   1Z0-418 Exam Questions

To Read the Whole Q&As, please purchase the Complete Version from Our website.

Try our product !

100% Guaranteed Success
100% Money Back Guarantee
365 Days Free Update
Instant Download After Purchase
24x7 Customer Support
Average 99.9% Success Rate
More than 800,000 Satisfied Customers Worldwide
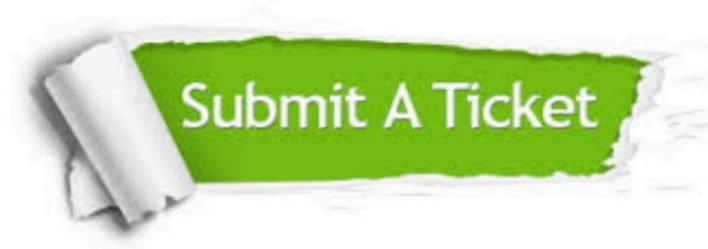Multi-Platform capabilities - Windows, Mac, Android, iPhone, iPod, iPad, Kindle

We provide exam PDF and VCE of Cisco, Microsoft, IBM, CompTIA, Oracle and other IT Certifications.
You can view Vendor list of All Certification Exams offered:

https://www.pass4lead.com/allproducts

Need Help

Please provide as much detail as possible so we can best assist you.
To update a previously submitted ticket: