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Vendor:Oracle

Exam Code:1Z0-418

Exam Name:Oracle Fusion Global Human Resources
2014 Essentials

Version:Demo

QUESTION 1

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 2

In an organization there are some jobs that are available across the enterprise whereas some others are available to a specific business units or departments within business units.

Identify three correct statements regarding configuration of these jobs.

- A. Global jobs can be created by linking them to a common set

- B. Jobs limited to business units should be linked to a reference set specific to a business unit.
- C. Jobs limited to departments should be linked to a reference set specific to a department.
- D. Jobs cannot be restricted by business unit and, therefore, the requirement of making them available to a specific business unit cannot be met.
- E. Jobs are created with reference to a business unit and, therefore, the requirement of making them available globally cannot, be met.
- F. Jobs cannot be restricted by departments and therefore, the requirement of making them available to specific departments cannot be met

Correct Answer: ABC

Jobs are shared through assignment to one set only, with common values.

Note: Business units are subsets of an enterprise that perform one or more business functions and can be consolidated in both a managerial and legal hierarchy. Project accounting is an example of a business function that is set up by business unit. Other examples are billing and revenue management, customer contract management, and payables invoicing.

Business units are defined centrally. During implementation, you must enable the Project Accounting business unit for use with Oracle Fusion Projects. You can partition financial data using business units while sharing a single approach to

project management across all business units.

Reference; Oracle Fusion Applications Enterprise Structures Concepts Guide

QUESTION 3

Identify three features that describe locations.

- A. Location is a place where you conduct business or which is of interest to your business.
- B. Users have the ability to view locations on a map.
- C. Locations are created for each business unit.
- D. Only a single address type is available for all location.
- E. Locations are not date effective.
- F. Locations can be deleted.
- G. Users have the ability to upload images.

Correct Answer: ABD

A: A location identifies physical addresses of a workforce structure, such as a department or a job. You can also create locations to enter the addresses of external organizations that you want to maintain, such as employment agencies, tax authorities, and insurance or benefits carriers.

B: MapViewer is a J2EE service for rendering maps using spatial data managed by Oracle Spatial. MapViewer provides services and tools that hide the complexity of spatial data queries and cartographic rendering, while providing customizable options for more advanced users. MapViewer is designed to integrate with Location-Based services and applications.

Incorrect answers:

C: The locations that you create exist as separate structures that you can use for reporting purposes, and also in rules that determine employee eligibility for various types of compensation and benefits.

E: What happens if I inactivate a location?

Starting from the effective date that you entered, you can no longer associate the location with other workforce structures, assignments, or applications. If the location is already in use, it will continue to be available to the components that

currently use it.

Reference: Oracle Fusion Applications Workforce Deployment 11g, Human Resources Guide, Locations: Explained

QUESTION 4

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 5

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

QUESTION 6

Select the three products offered as part of the Oracle Fusion HCM product family under the business process category of Workforce Rewards.

- A. Compensation Management
- B. Time and Labor
- C. Incentive Management
- D. Benefits Management
- E. Global Payroll
- F. Global HR

Correct Answer: ACD

Compensation and Benefits are set up and entered within Workforce Rewards.

Note: Workforce Rewards benefits include: Compensation Planning and Simulation

*

Create multiple base and incentive pay plan scenarios to analyze the cost and return on investment of proposed changes.

*

Define compensation plan eligibility groups and base and incentive pay rules.

*

Design pay structures with the optimal mix of base and incentive pay.

*

Adjust pay structures, eligibility rules, and formulas to create compensation models for running scenarios. *Identify the difference between actual cost and the eventual employee value of different compensation elements.

QUESTION 7

What are the three items of valid personally Identifiable Information (PII) that can be used to uniquely identify, contact, or locate a single person?

- A. First Name
- B. Passport Number
- C. Smoke Status
- D. Business Email Address
- E. Bank Account Number

Correct Answer: BDE

QUESTION 8

You want to use the tree management feature to organize data into hierarchies. Identify the seeded tree structures.

- A. organization, position, division, geographies
- B. organization, position, department, geographies
- C. organization, job, department, geographies
- D. organization, job, division, geographies
- E. organization, position, division, establishment

Correct Answer: C

Note:

*

Oracle Fusion Human Capital Management (HCM) uses trees to model organization hierarchies. It provides seeded tree structures for department and other organizational hierarchies that can include organizations with any classification.

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Oracle Fusion tree management allows data in applications to be organized into a hierarchical fashion, and allows you to create tree hierarchies based on specific data.

QUESTION 9

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:

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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.

QUESTION 10

As an Implementation Consultant, you are required to deploy two-tier employment model at your implementation site. There is a need to have only single assignment. You are aware that the two tier employment model comprises two types of entities: Work Relationships and Assignments.

Which two-tier option will you select while configuring the employment model for the enterprise?

- A. Single Assignment or Single Assignment with Contract
- B. Single Assignment and Multiple Assignment
- C. Only Single Assignment with Contract
- D. Only Single Assignment
- E. Only Multiple Assignment

Correct Answer: AB

The two-tier employment model comprises two types of entities, which are work relationships and assignments. Employment terms occur in the three-tier employment model only. When you configure the employment model for the enterprise or legal employer (when you create or update the enterprise or legal employer), you can select from three two-tier options:

*

Single Assignment

If you select Single Assignment, each work relationship of any type has one assignment only.

*

Single Assignment with Contract

If you select Single Assignment with Contract, users can include contract information in the single assignment. This approach enables those legislations that require contract information in employment records to meet their obligations without

having to use a three-tier employment model.

*

Multiple Assignments

If you select Multiple Assignments, each work relationship of any type can include one or more assignments.

Reference: Oracle Fusion Applications Compensation Management Implementation Guide 11g, The Two- Tier Employment Model: Explained

QUESTION 11

As a line manager, you are trying to accomplish global transfer for one of your direct reports. However, you are surprised that you are unable to accomplish this task.

Identify the job role that can accomplish a global transfer.

- A. HR Specialist
- B. CEO
- C. Department Head
- D. Division Head

Correct Answer: A

A human resource specialists may initiate a simple transfer.

Note:

*

Use the Global Transfer or the Global Temporary Assignment action to initiate a transfer or create a temporary assignment in another legal employer, respectively.

*

A global transfer is the transfer of a person to another legal employer (transfer of an employee from a UK subsidiary to a US subsidiary, for example).

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide, Transfer Actions: Explained

QUESTION 12

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However there was a change in requirement and the customer decided to do away with some grades as they were no longer used. When you try to delete one such grade from the system, the

system throws an error.

Identify three possible reasons for the system error

- A. There are assignment records of one or more employees associated with this grade
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. Grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. Grade cannot be deleted and can only be end dated.

Correct Answer: ABC

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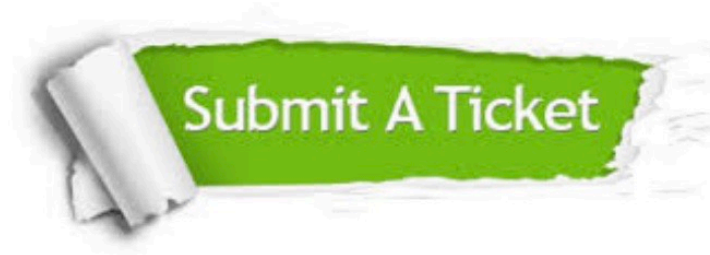
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