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**Exam** : **1z0-418**

**Title** : Oracle Fusion Global Human Resources 2014 Essentials

**Vendor** : Oracle

**Version** : DEMO

NO.1 Which Oracle Fusion HCM product helps HR managers and professionals in proactively identifying potential issues and taking corrective actions?

- A. Profile Management
- B. Workforce Predictions
- C. Workforce Life Cycle Manager
- D. Goal Management
- E. Talent Review

**Answer:** B

Explanation:

Forward looking management strategies Oracle Fusion Workforce Predictions uses indicators, current and historical, to predict performance and attrition, determine corrective action through "what if" scenario modeling, and provide the ability to implement that corrective action. For example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer because of too many hours worked while not taking enough vacation time and the last pay increase given was lower than what their peers received.

Reference: ORACLE FUSION WORKFORCE PREDICTIONS, Data Sheet

NO.2 The HR Administrator/Line Manager has entered the details of a potential hire. However, the application indicates the existence of a duplicate person record.

Which three actions can the HR Administrator/Line Manager take?

- A. rehire the employee
- B. delete the duplicate record
- C. no action (Employee Work Relation Exists)
- D. append the last name with the number of duplicate records found
- E. create a new work relationship
- F. modify the existing work relationship to reflect the new one

**Answer:** A,B,F

Explanation:

Note: Real-time duplicate prevention finds use in data quality service consuming applications such as Oracle Fusion Receivables and Oracle Fusion Customer Center. When users try to enter a new person, organization, or location record through their UI into the Oracle Fusion trading community registry, the service finds all possible duplicate records that may exist in the registry for an entered record, and assigns a match score to each potential duplicate identified. Based on the match score returned by the service and the threshold settings in the configuration, the calling application can provide the option to either select an existing duplicate record or continue to create a new record.

Reference: Oracle Fusion Applications Customer Data Management Implementation Guide 11g, Consuming Applications

NO.3 You got promoted from manager to senior manager effective January 30, 2011. Your line manager does a keyword search by entering "senior manager" as the keyword value and "January 15, 2011" as the effective as-on-date value.

What is the search result?

- A. Your name appears in the search result.
- B. Your name appears twice in the search result.
- C. Your name appears in the search result with the designation "Senior Manager".
- D. Your name appears in the search result with the designation "Manager".
- E. Your name does not appear in the search result.

**Answer:** D

NO.4 Your company is planning to move its HR system from a legacy application to Fusion. You are looking at a deployment option that allows you to be free from maintaining the infrastructure and applications and gives you more flexibility in terms of upgrading to latest releases of Fusion Applications. You are not expecting any large customizations to be done.

What is the best deployment model you can opt for?

- A. On-Premise
- B. SaaS
- C. Hosted
- D. Homegrown
- E. Hybrid

**Answer:** B

Explanation:

Oracle Fusion Human Capital Management (HCM) delivers a complete suite of human resource and talent management applications, all available as Software as a Service (SaaS).

Note: The adoption of Software as a Service (SaaS) or On-Demand presents several technical and business challenges for all players involved - independent software vendors (ISVs), hosting services providers and the customers. The technical challenges for SaaS providers include support for multi-tenancy, integration, security, usability, customization and service-level management. Oracle SaaS Platform consisting of virtualization, database, middleware and management software provides a comprehensive platform that addresses these challenges and runs on grid.

Reference: HR in the Cloud: Bringing Clarity to SaaS Myths and Manifestos, Oracle White Paper

NO.5 Fusion security authorizes end users to access which securable application artifacts created using Oracle Application Development Framework (Oracle ADF)?

- A. Individual permissions to access work areas, dashboards, task flows, pages, reports batch programs, and BI subject areas
- B. Individual permission to reset their password for the login application
- C. Set of users requesting access based on the job level
- D. Multiuser permission with validation of password length, alphanumeric, and special character usage
- E. individual permission to access web services and webpages only

**Answer:** C

Explanation:

Note: Oracle Fusion Applications is secure as delivered. The Oracle Fusion security approach tightly coordinates various security concerns of the enterprise, including:

\*The ability to define security policies to specify the allowed operations on application resources, including viewing and editing data and invoking functions of the application.

\*The ability to enforce security policies by roles assigned to end users, and not directly enforced on the end users of the system. (C)

Reference: Oracle Fusion Applications Extensibility Guide 11g, Customizing Security for ADF Application Artifacts

NO.6 Action type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Fusion HCM, action types are associated with actions.

Which two statements are correct regarding action types?

- A. Action types are seeded.
- B. Every action type can have multiple actions within it.
- C. An action type cannot be associated with user defined actions.
- D. If "Termination" is an action, "Normal Termination" is an action type.
- E. Additional action types can be created.

**Answer:** A,B

Explanation:

Note: 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.

\*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. (A, not E)

Note 2: Seeded items are items that are provided out of the box.

NO.7 In fusion HCM security, what kind of access does the user and role API application framework allow?

- A. access to predefined security profile to relevant Job or Duty roles
- B. access to implementation Users without managing job roles
- C. access to identity information in a uniform and nonportable manner regardless of the particular underlying identity repository
- D. access to identity information in a uniform and portable manner regardless of the particular underlying identity repository
- E. access to implementation Users managing job, Data, and Duty roles

**Answer:** D

Explanation:

User and role: OPSS's User and Role API framework allows applications to access identity information

(users and roles) in a uniform and portable manner regardless of the particular underlying identity repository. The User and Role API frees the application developer from the intricacies of particular identity sources.

Reference: Oracle Fusion Applications Security Leveraging Oracle Identity Management, Oracle White Paper

NO.8 As an HR Specialist in your company, you are responsible for setting up the Performance rating model. You navigate to Manage Ratings Model and select seeded "Performance Rating Model". Out of the four tabs available to update, the Distributions tab is used only by which Oracle Fusion product in determining target distributions?

- A. Goal Management
- B. Compensation Management
- C. Performance Management
- D. Talent Review

**Answer:** C

Explanation:

Create a rating model distribution to set target percentages for worker overall performance ratings that your organization prefers for each rating level of a rating model. The comparison of the target rating model distribution to the actual distribution of overall ratings managers give their workers on completed performance documents appears in the Rating Distribution analytic that appears on the Performance Manager Overview page.

Reference: Oracle Fusion Applications Marketing Implementation Guide 11g, Manage Target Ratings Distribution

NO.9 If there is only one valid grade for the job or position, the valid value will be automatically defaulted in the grade field. This can be achieved only if \_\_\_\_\_.

- A. "Default the Grade from Job/Position (Y/N)" is set to Y
- B. "Default the Grade from Job/Position (Y/N)" is set to N
- C. "Enforce Valid Grades (Y/N)" is set to Y
- D. "Enforce Valid Grades (Y/N)" is set to N

**Answer:** A

Explanation:

Default the Grade from the Job or Position (PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION)

If you set this site-level profile option to Yes, and there is only one valid grade for a job or position, then that grade is used by default in the assignment or employment terms. In addition, if an entry grade is defined for a position, then that grade is used by default when the user creates a new set of employment terms or a new assignment.

If you set this profile option to No, which is the default value, then users can select from all grades.

Reference: Oracle Fusion Applications Workforce Development Implementation Guide 11g, Define Employment Record Values

NO.10 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.

**Answer:** A,E

Explanation:

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.

NO.11 Identify the three business subprocesses offered under the Compensation Management category of the Oracle Fusion HCM product family.

- A. Manage Benefits
- B. Manage Compensation
- C. Manage Incentive Compensation
- D. Manage Compensation Budgets
- E. Manage Personal Contributions

**Answer:** B,D,E

Reference: Oracle Fusion Applications Compensation Management 11g, Compensation Guide

NO.12 You created a free-form content type and added it to the person profile type but yet it is not visible on the person profile page.

What do you think needs to be done additionally to ensure that the content type is visible on the person profile page?

- A. The new content item must be added to the HRMS content subscriber code.

- B. A new rating model has to be created.
- C. The new content type must be added to the HRMS content subscriber code.
- D. A new instance qualifier has to be created.

**Answer:** C

Explanation:

You cannot view the content section for in the person profiles until you add the new content type to the HRMS content subscriber code.

Note: 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: Oracle Fusion Applications Marketing Implementation Guide, Subscribers

Reference: Fusion Applications Help, Define Workforce Profiles FAQs