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Oracle Fusion Human Capital Management 11g Human Resources Essentials

DEMO

QUESTION NO: 1

What Oracle Fusion Middleware features maximize the security of Fusion Applications?

A. Improved productivity, manageability, and responsibility
B. Improved extensibility, responsibility, and functionality
C. Improved productivity, adaptability, and manageability
D. Improved sustainability, adaptability, and extensibility
E. Improved adaptability, extensibility, and functionality

Answer: B

Explanation: Extensibility: Be able to customize and extend Oracle Fusion CRM applications.
Responsibility through Roles.
Functionality: Function security.

Reference: Oracle Fusion Applications Security Guide

QUESTION NO: 2

You want to display a new field of sensitive data to display salary information. Which security policy controls access to the field displayed by the component?

A. Function Security Policy
B. ADF Security expression language
C. Data Security Polity
D. Oracle Platform Security Policy

Answer: C

Explanation: Functions and data are inaccessible to users unless they are provisioned with the roles necessary to gain access. Function security provides users with access to pages in application users interfaces and actions that can be performed there. Data security allows users to see data in those pages. Some data is not secured, in which case access to a user interface page gives unrestricted access to the data that is accessible from that page.

Reference: Oracle Fusion Applications Security Guide, Function and Data Security

QUESTION NO: 3

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

A. Profile Management
B. Performance & Goal Management
C. Time and Labor
D. Talent Review
E. Network at Work
F. Learning Management

Answer: A,B,D,F
Explanation:
Reference: Oracle Fusion Applications Workforce Deployment Implementation Guide

QUESTION NO: 4

As a line manager you have 10 direct reports. You have certain work scheduled that needs to be completed in the coming week. You have identified three of your reports to complete the task and you would like to check for their availability in the coming week.

Which report will give you a snapshot of their availability?

A. My Organization
B. Leave Availability
C. Worker Availability
D. Predicted Worker Performance and Attrition

Answer: C
Explanation: Worker Availability: How It Is Determined

The availability of a worker during a selected time period is automatically determined using:

Absence entries during that period

The work schedule that the worker presently follows

Calendar events

QUESTION NO: 5

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

A. Manage Absence
B. Manage Global Workforce
C. Manage Worker Performance
D. Manage Social Networking
E. Manage Workforce Profiles
F. Manage Workforce Life Cycle

Answer: A,D,E,F

Explanation: A: The Manage Absences business process is performed by human resource (HR) specialists and employees, or their managers, to provide accurate records of absences for reporting and payroll calculations.

D: You can create and join networks of people in your enterprise to collaborate, share knowledge, and achieve goals. Use the examples in this topic to understand how you can benefit from a social network.

E: The Manage Workforce Records business process enables access to the worker directory and management of worker document records and checklists.

F: The Manage Workforce Lifecycle business process covers all stages of a worker's association with the enterprise, from creation of the person record through termination of work relationships.

Reference; Oracle Fusion Applications Workforce Deployment, Human Resources Guide

QUESTION NO: 6

You are working on Implementing Fusion Human Capital Management. Some of the work structures and need to be configured manually. Enterprise, Business Units, Legal Entities, Reference Sets, and Legislative data Group will be part of this manual setup.

Identify the correct sequence of steps to be followed for this setup.

A. Create Enterprise > Define Business Units > Define Legal Entities > Define Reference Sets > Define Legislative Data Group.
B. Create Enterprise > Define Legal Entities > Define Business Units > Define Reference Sets > Define Legislative Data Group.
C. Create Enterprise > Define Business Units > Define Legislative Data Group > Define Legal Entities > Define reference Sets.
D. Create Enterprise > Define Legal Entities > Define Reference Sets > Define Business Units > Define Legislative Data Group