

DUMPS ARENA

PeopleSoft 9.2 Human Resources Essentials

Oracle 1z0-416

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

Which three statements about departments are true? (Choose three.)

- A.** Your client has a very well-defined hierarchical organizational structure. It is more suitable to define manager type by Position than by Manager ID when establishing the department.
- B.** Your client is operating in a multicompany environment and shares departments among different companies. When establishing the departments for this client, the Company field should be left blank.
- C.** Your client is a single legal entity with multiple business units operating across the country. It's not unusual for the different departments in different business units to share the same office area. The most efficient way to set up Location table in this case is to set it up under a shared SetID.
- D.** Your client is operating in a global environment with departments shared among different regions. Your client has established one SetID across the regions to allow the sharing of departments, and would like to secure the data regionally by department. The best way to accomplish this task is to set up security access by department.

ANSWER: A B C

QUESTION NO: 2

Your organization has decided to implement row-level security. You suggested securing data by associating the company with people having jobs. This method of securing data is known as _____.

- A.** Access Type / Role
- B.** Permission List / Role
- C.** Security set / Access Type
- D.** Security set / Permission List
- E.** Permission List / User Profile
- F.** Access Type / Permission List

ANSWER: C

QUESTION NO: 3

PeopleSoft HCM 9.0 has several pages where you can access the Add a Person component. Identify four components that have an option to Add a Person. (Choose four.)

- A.** Job Data
- B.** Other Payee

- C. Add a Person
- D. Manage Hires
- E. Modify a Person
- F. Add Employment Instance

ANSWER: B C D E

QUESTION NO: 4

Adam is entering new hire information in the PeopleSoft system. Adam enters the new hire personal information and creates the organizational relationship of the new hire as EMPLOYEE. After Adam establishes the new hire's relationship with the organization, the system opens the JOB DATA page for Adam to enter the new hires job-related information. Adam decides to complete the new hires job-related information after his lunch break and cancels out of the JOB DATA page.

What must be Adam's approach to successfully complete the new hire's job-related information in the PeopleSoft system after his break?

- A. Enter job-related information using Job Data component.
- B. Complete both personal information and job information at the same time.
- C. Enter job-related information using the Add Employment Instance component.
- D. Run SJT refresh process first and then enter job-related information using Job Data component.
- E. Run SJT refresh process first and then enter job-related information using the Add Employment Instance component.

ANSWER: C

QUESTION NO: 5

You are helping an organization design its Human Resources table structure. This organization has two divisions in the human resources department. You need specific information on tax reporting. Which question is appropriate to help you design the human resources table structure regarding tax reporting and legal entities?

- A. Ask where most employees work.
- B. Ask how many different locations are in the U.S. and Canada.
- C. Ask how many establishments the organization plans to set up.
- D. Ask how the organization reports rollups on the Financial General Ledger.
- E. Ask how many legal entities the organization reports to the various government agencies.

ANSWER: E

QUESTION NO: 6

You have implemented Benefits Administration for your customer. You processed a job row on job data dated 1/15/2007 for the employee but no event was created on BAS Activity. You missed a setting on the installation table.

- A. You missed setting the Start Date for Ben Admin on the Installation Table to precede the job action.
- B. You missed selecting the Human Resources check box on the Products tab on the Installation Table.
- C. You missed selecting the Retroactive Benefits/Deductions check box on the Product Specifics tab on the Installation Table.

ANSWER: A**QUESTION NO: 7**

Identify four methods that you can use to associate Comp Rate Code with a worker's record. (Choose four.)

- A. Assign Comp Rate Code to Job Data.
- B. Assign Comp Rate Code to Job Code.
- C. Assign Comp Rate Code to Salary Plan.
- D. Assign Comp Rate Code to Position Data.
- E. Assign Comp Rate Code to Salary Grade/Step.
- F. Assign Comp Rate Code through the SENPAY functionality.

ANSWER: A B E F**QUESTION NO: 8**

Your client is implementing PeopleSoft HRMS system with Payroll Interface. The client is to start configuring Pay Group table.

What table value should exist in the system before configuring Pay Groups?

- A. Location
- B. Company
- C. Salary Plan
- D. Salary Step
- E. Salary Grade
- F. Additional Pay

ANSWER: B

QUESTION NO: 9

By which two methods can you establish default compensation to a Job Code table? (Choose two.)

- A. Enter Salary Plan in the Location table.
- B. Enter Salary Step in the Location table.
- C. Enter a Rate Code in the Job Code table.
- D. Enter a Salary Plan and Grade in the Job Code table.
- E. Enter Workers Compensation Code in the Job Code table.
- F. Enter a Salary Plan, Grade, and Step in the Job Code table.

ANSWER: C F

QUESTION NO: 10

Which three fields default from the Department table to the employee job data level? (Choose three.)

- A. Grade
- B. Location
- C. Company
- D. Pay Group
- E. Business Unit
- F. Supervisor ID
- G. Employee Type

ANSWER: B C F