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Oracle Fusion HCM Base Cloud Service 2016 Implementation Essentials

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Version Demo

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Topic Break Down

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QUESTION NO: 1

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major relient wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What would you do to meet this requirement of the client?

A. Configure multiple enterprise structures and load all of them simultaneously so that analysis and companson can be done.

B. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upone creating another structure.

C. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and. if it does not suit the client, use the rolltore loading Ihe final one.

D. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow, and analyze and compare them by using the Enterprise Structures Configurator.

ANSWER: D

Explanation:

Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow, and analyze and compare them by using the Enterprise Structures Configurator. The Enterprise Structures Configurator is specifically designed for modeling an organization's enterprise setup before committing it to the application. It supports creating separate enterprise-structure configurations for alternative organizational scenarios, including the key structural components required for HCM setup. This enables implementation teams and client stakeholders to review proposed designs, compare their hierarchy and organization choices, and select the configuration that best represents the agreed operating model.

Crucially, a configuration is a design-time model rather than an immediately active production structure. After the client approves one of the modeled alternatives, the selected configuration can be loaded into Oracle Fusion Applications to create the enterprise structure records used by the implementation. This approach provides the requested analysis and comparison capability while maintaining a controlled path from design to deployment. Oracle's HCM implementation guidance describes enterprise structures and the configuration process in its Overview of Enterprise Structures and Enterprise Structures Configurator documentation.

QUESTION NO: 2

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

A. The line manager can select My Portrait and click Promote under the Actions menu.

B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.

C. The line manager can promote John from Organization Chart Actions under Personal and Employment.

D. The line manager can access John's portrait and click Promote under the Actions menu.

ANSWER: A B

Explanation:

"The line manager can select My Portrait and click Promote under the Actions menu." is not a valid way to promote John because My Portrait represents the signed-in manager's own person page. Employment actions initiated from that page apply to the manager's own record where self-service access is available; it is not the navigation context for selecting and promoting a subordinate. To promote a worker, the manager must first access that worker's record through a supported manager, directory, or organization-chart context and then invoke the employment action for that worker.

"The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically." is also not a valid method. Person Gallery keyword search is used to locate people using searchable person attributes and keywords; it is not a natural-language command interface that interprets an instruction such as “Promote John” and launches a transaction. Oracle Fusion HCM promotion is a guided employment-change action that opens for the selected worker and captures the effective date, proposed assignment details, approvals, and other configured information. Oracle’s Human Resources documentation describes the available worker and manager actions and the guided employment processes: Oracle Fusion Cloud HCM documentation and Using Global Human Resources.

QUESTION NO: 3

As an implementation consultant, you are creating a position hierarchy for an organization. Which three statements are true about position hierarchies? (Choose three.)

A. A position hierarchy represents reporting relationships between positions.

B. A position can report to another position in a position hierarchy.

C. A position hierarchy can be used for approval routing.

D. A position hierarchy automatically replaces the supervisor hierarchy for all workers.

E. A position hierarchy can contain only positions that have incumbents.

ANSWER: A B C

Explanation:

A position hierarchy represents the reporting relationships among positions rather than among named workers. It can be used where reporting responsibility is tied to positions, allowing the hierarchy to remain in place when incumbents change. A position can report to another position in the hierarchy, and a position hierarchy can be used by approval routing when the organization chooses position-based approval routing.

Position hierarchies do not replace the supervisor hierarchy automatically. The supervisor hierarchy is based on the manager relationship recorded on worker assignments. See the Oracle Fusion Cloud HCM Position Hierarchies documentation.

QUESTION NO: 4

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity can he identified as a legal employer in Human Capital Management.

B. A legal entity must comply with regulations and local jurisdictions.

C. A legal entity can own assets, record sales, pay taxes, and perform transactions.

D. A legal entity may act as a virtual organization.

E. Legal entities are not responsible for payment of social insurance.

ANSWER: A B C

Explanation:

A legal entity is an organization recognized by the applicable legal jurisdiction as having legal and regulatory responsibilities. In Oracle Fusion Applications, it represents the party that conducts business and is accountable for its transactions, statutory reporting, and tax obligations. Consequently, a legal entity must operate in accordance with the laws, regulations, and jurisdictional requirements that apply where it is registered or conducts business.

A legal entity can own assets, enter into and perform business transactions, record sales and other financial activity, and pay taxes. These capabilities reflect the entity's separate legal identity and are central to why Oracle models it as a foundational enterprise structure component. Oracle Financials documentation describes legal entities as organizations that are recognized by legal authorities and that own assets, incur liabilities, and perform transactions.

For HCM, a legal entity can also be designated as a legal employer. This designation identifies the organization that employs workers and is responsible for employment-related legal obligations in the relevant jurisdiction. The legal-employer relationship supports statutory processing and employer reporting requirements. See Oracle's Legal Entities documentation and Legal Employers documentation.

QUESTION NO: 5

Select three correct Workforce Structure definitions. (Choose three.)

A. Country

B. Facility

C. Department

D. Geography

E. Division

F. Location

ANSWER: C E F

Explanation:

Department, Division, and Location are Workforce Structure definitions in Oracle Fusion HCM. A division represents a high-level organizational grouping within an enterprise and can be used to organize departments for reporting and management purposes. A department represents an organizational unit in which workers are assigned, enabling operational management, workforce reporting, approvals, and transaction processing. Locations define physical work addresses and can be associated with departments, organizations, jobs, positions, and worker assignments. Together, these definitions provide core organizational and assignment context used throughout the application. During implementation, divisions and departments are commonly modeled to reflect the customer's management hierarchy, while locations capture the sites at which employees work. Oracle's workforce-structure setup guidance identifies divisions, departments, and locations among the structures configured to represent an organization and support human resources processes. See Oracle's Overview of Workforce Structures and the Oracle Fusion Cloud Human Resources documentation for the relevant setup concepts.

QUESTION NO: 6

An organization wants to assign a worker to a position that is currently occupied. The organization allows more than one worker to occupy the same position.

Which position attribute must be configured to meet this requirement?

A. Set the position headcount to a value greater than one.

B. Enable position synchronization for the position.

C. Associate the position with multiple legal employers.

D. Create a position hierarchy for the position.

ANSWER: A

Explanation:

Set the position headcount to a value greater than one. A position can have multiple incumbents when its headcount permits more than one worker to be assigned to it. The headcount represents the number of workers that can occupy the position at the same time. If the position headcount is one, assigning another worker to the occupied position can result in an overlap validation error.

Position synchronization controls the copying of selected position values to assignments, but it does not control the number of incumbents. Oracle documents position setup and headcount management in the Oracle Fusion Cloud HCM Positions documentation.

QUESTION NO: 7

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 Functional Setup Manager > Define Workforce Profiles

A. Define Talent Profile Content > Manage Educational Establishments

B. Define Talent Profile Content > Manage Profile Content Items

C. Define Talent Profile Content > Manage Content Subscribers

D. Define Talent Profiles > Manage Profile Types

ANSWER: A

Explanation:

Define Talent Profile Content > Manage Educational Establishments is the correct setup task because Educational Establishments is the shared reference list used to store institution details such as schools, colleges, and universities. An implementation consultant can create and maintain establishment records, including the institution name and relevant location or contact information, so that workers and HR users can select a standardized establishment when recording education qualifications in a talent profile. This setup avoids inconsistent free-text entries for the same institution and supports cleaner, reusable qualification data across the enterprise.

The task belongs under Talent Profile Content because educational establishment data supports the Education content section of a person profile. After the establishments are defined, users entering degree or educational-accomplishment information can associate the qualification with the appropriate institution from the configured list. Oracle documents the management of these institution records as part of setting up profile content, including their use when recording education details. See Oracle's Educational Establishments documentation and the Set Up Profile Content guide.

QUESTION NO: 8

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

A. The saved transaction was withdrawn by HR.

B. An identical transaction that was initiated for the person by another user was applied to the database.

C. The saved transaction was rejected by the approval authority.

D. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

ANSWER: B

Explanation:

An identical transaction that was initiated for the person by another user was applied to the database. A saved transaction represents work in progress against the person's data; it is not an independent, permanent version of that data. When

another user completes and applies a transaction containing the same person-data change, the application updates the underlying record and recognizes that the saved transaction is no longer appropriate to resume. It is therefore removed from the transaction page rather than presented as a pending action based on data that has already been changed.

This behavior protects data integrity and avoids users submitting duplicate or stale changes. For example, if a manager saves a change to a worker's assignment and an HR specialist subsequently initiates and completes the same assignment change, the saved manager transaction can disappear after the completed transaction is applied. The relevant implementation principle is that HCM transactions are evaluated in the context of the current person record and transaction lifecycle, so changes made by other users can affect whether saved work remains actionable. Oracle's HCM documentation is available through the Oracle Fusion Cloud HCM documentation library and the Oracle Fusion Cloud Applications Common documentation library.

QUESTION NO: 9

An organization is configuring document types for worker documents. Which three statements are true about document types? (Choose three.)

A. Document types classify worker documents.

B. A document type can be configured to require an expiration date.

C. Document type security profiles can restrict access to document types.

D. Creating a document type automatically gives all workers access to documents of that type.

E. A document type can be used only for employee documents and not for contingent worker documents.

ANSWER: A B C

Explanation:

Document types classify worker documents and can be used to organize documents such as passports, employment contracts, or certificates. A document type can be configured with an expiration-date requirement, which is useful for documents that must be renewed. Document types can also be secured using a document type security profile so that users have access only to the document categories appropriate to their responsibilities.

Document types do not replace document records or automatically grant access to every worker document. Access remains controlled by role-based security and the applicable security profile. Oracle documents document records and document type configuration in the Oracle Fusion Cloud HCM Document Records documentation.

QUESTION NO: 10

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field. This can be achieved only if

A. enforce Valid Grades (Y/N) is set to N

B. enforce Valid Grades (Y/N) is set lo Y

C. default the Grade from Job/Position (Y/N) is set to Y

D. default the Grade from Job/Position (Y/N) is set to N

ANSWER: C

Explanation:

default the Grade from Job/Position (Y/N) is set to Y is correct because this enterprise-level setting instructs Oracle Fusion HCM to derive and populate an assignment's grade from the associated job or position. When the selected job or position has exactly one grade defined as valid, Fusion HCM can unambiguously use that grade and defaults it into the

Grade field. This supports consistent data entry and avoids requiring users to manually select a grade when the job or position setup already determines the sole permitted value.

The defaulting behavior depends on valid grades having been associated with the relevant job or position as part of workforce structure configuration. With the default-grade setting enabled, the application evaluates those grade associations during transaction entry and supplies the single available grade. Oracle's implementation guidance describes assigning valid grades to jobs and positions and using enterprise employment configuration to control how grades are derived in worker assignments. See Oracle's Overview of Grades and How You Set Up Grades for Jobs and Positions.