Oracle Fusion Global Human Resources 2014 Certified Implementation Specialist Exam Study Guide
Getting Started

The Oracle Fusion Global Human Resources 2014 Certified Implementation Specialist Exam Study Guide is designed to help you prepare for the Oracle Fusion Global Human Resources 2014 Essentials Exam (1Z1-418).

Earning this certification helps OPN members differentiate in the marketplace through proven in-depth expertise, and helps their partner company qualify for the Oracle HCM: Oracle Fusion HCM Solutions Specialization.

Target Audience

Oracle Fusion Global Human Resources 2014 Essentials exam audience defines the type of participants who are likely to pass the exam and targets individuals with a specific level of education and expertise:

Job Role:

- Functional Implementers
- Senior or Principal Financial Consultant

Level of Competency:

- Candidates should be able to create and implement configuration design.
- Strongly recommended for the individuals to have at least 2 years implementation experience.
- Participants may be new to Fusion but should possess a deep knowledge of general HR practices and regulations (multiple geographies) and deep experience in at least one other Oracle HCM product family.

Exam Topics

Oracle Fusion Global Human Resources 2014 Essentials Exam covers five topics:

- People Management
- Profile Management
- Workforce Structures
- Checklists, Actions, and Workforce Predictions
- Workflow, Approvals, and Notifications
Levels of Knowledge

Each exam topic contains objectives and each objective is categorized by learner or practitioner level of knowledge.

**Learner** items test foundational grasp and require product comprehension (not recognition or memorization).

Example:

“When setting up price list modifiers in Advanced Pricing, which three steps must be completed in order to successfully activate surcharge and price break features?”

**Practitioner** items present on-the-job scenarios and require the ability to: integrate and apply knowledge in new contexts, analyze and troubleshoot complex issues, and solve problems.

Example:

1) “You are creating price list modifiers in Advanced Pricing. Your customer has three requirements: X, Y, Z. Identify the two steps that must be completed in order to meet those requirements.

2) “You are running a two-instance database with six redo logs defined. You decide to add a third thread to support a third database instance, on the third node of the cluster. Using command line administration, which two commands will you execute to achieve this?”

Training Options

Throughout the study guide each exam topic recommends one or several training formats:

- **Online Training**
- **OPN Boot Camps**
- **Oracle University Training**

While the Oracle PartnerNetwork facilitates free access to online training, in class trainings often require a fee.
Exam Details per Topic

This section covers details associated to all exam topics such as: exam topics overview, objectives, levels of knowledge, recommended trainings and sample questions. Specialization exams include all application functionalities not only the most frequently used ones.

Topic 1: People Management

Objective

- Explain the Fusion Person Model  
  Level: Learner
- Plan workforce deployment  
  Level: Practitioner
- Analyze workforce deployment  
  Level: Practitioner
- Manage the workforce lifecycle  
  Level: Practitioner
- Maintain worker directories  
  Level: Learner
- Define workforce records  
  Level: Practitioner

Recommended Training

Online Training

- Fusion 11gR1 (11.1.1.5.0) TOI: Manage Workforce Records
- Fusion 11gR1 (11.1.1.5.0) TOI: Manage Workforce Records - Maintain Worker Directories
- Fusion 11gR1 Update 2 (11.1.3.0.0) TOI: Manage Workforce Records - Maintain Worker Directories

OPN Boot Camp

- Oracle Fusion Global Human Resources Implementation Boot Camp

Oracle University Training

- Fusion Applications: HCM Global Human Resources

Sample Question

When a worker who previously had a worker number in an enterprise starts a new Employee of Contingent Worker work relationship, the existing worker number is reused only if the new work relationship is not ______________.

- a different type from the previous work relationship
- the same type as the previous work relationship
- the same type as the previous work relationship but the new work relationship is with a different legal employer and a legal-employer number sequence was used in the previous work relationship
- a different type from the previous work relationship but the new work relationship is with a different legal employer and a legal-employer number sequence was used in the previous work relationship
Topic 2: Profile Management

Objective

- Explain profile types
- Define workforce profiles
- Create customer content types

Level

- Learner
- Practitioner

Recommended Training

Online Training

- Fusion Applications Deep Dive: Implementation and Configuration Considerations - Human Capital Management: Profile Management
- Fusion 11g Release 5 (11.1.5.0.0) TOI: Profile Management Release Overview
- Fusion 11g Release 7 (11.1.7.0.0) TOI: Manage Workforce Profiles - Manage Talent Profiles

OPN Boot Camp

- Oracle Fusion Global Human Resources Implementation Boot Camp

Oracle University Training

- Fusion Applications: HCM Global Human Resources

Sample Question

An organization is running a special program. They want to identify a Special Program Representative who will be responsible for a group of people in the organization. How should you set this up?

- Create a new job Special Program Representative and associate that to the person
- Define the person’s area of responsibility to reflect Special Program Representative
- Deploy a Descriptive Flexfield to capture the information
- Deploy a Key Flexfield to capture the information
Topic 3: Workforce Structures

Objective

- Create organizations and divisions
- Use effective dating and action types
- Explain foundation tables
- Define Legal Jurisdictions and Legal Authorities for HCM
- Define Enterprise HCM Information
- Define Legal Entities for HCM
- Define Workforce Structures
- Define Grades
- Define Jobs
- Define Positions
- Define Geographies
- Define Enterprise Structures
- Establish Job and Position Structures using Enterprise Structures Configurator

Level

- Practitioner
- Learner

Recommended Training

Online Training

- Fusion 11g Release 7 (11.1.7.0.0) TOI: Set Up Enterprise Structures - Define Initial Configuration
- Fusion 11gR1 (11.1.1.5.0) TOI: Plan Workforce Deployment - Manage Workforce Structures
- Fusion Applications Deep Dive: Implementation and Configuration Considerations - HCM Enterprise and Workforce Structures
- Fusion 11gR1 (11.1.1.5.0) Functional Demo: Plan Workforce Deployment - Manage Workforce Structures - Manage Positions
- Fusion 11gR1 (11.1.1.5.0) Functional Demo: Plan Workforce Deployment - Manage Workforce Structures - Manage Grade Ladders
- Fusion 11gR1 (11.1.1.5.0) Functional Demo: Plan Workforce Deployment - Manage Workforce Structures - Manage Locations
- Fusion 11gR1 (11.1.1.5.0) Functional Demo: Plan Workforce Deployment - Manage Workforce Structures - Manage Departments

OPN Boot Camp

- Oracle Fusion Global Human Resources Implementation Boot Camp

Oracle University Training

- Fusion Applications: HCM Global Human Resources
Sample Question

Which two statements are not true about defining geographies?

- You must identify the top-level of geography as Country and define a geography type
- You must map geography to reporting establishments for reporting purposes
- Geography type can either be defined by a user or can be geopolitical
- You must set geography validation for the specific address style for a country
- It is mandatory to define geography validations before geography hierarchy can be defined
### Topic 4: Fusion Checklists, Actions, and Workforce Predictions

#### Objective
- Define Checklists
- Define Actions and Action Reasons
- Manage Workforce Predictions

#### Level
- Practitioner

#### Recommended Training

**Online Training**
- Fusion Applications Deep Dive: Implementation and Configuration Considerations - HCM Manage Checklists
- Fusion 11gR1 (11.1.1.5.0) TOI: Manage Workforce Records - Manage Checklists
- Fusion 11gR1 Update 2 (11.1.3.0.0) TOI: Analyze Workforce Deployment - Generate Workforce Deployment Intelligence - Manage HCM Predictive Models
- Fusion 11gR1 Update 3 (11.1.4.0.0) TOI: Analyze Workforce Deployment - Evaluate Workforce Deployment Performance - Workforce Predictions

**OPN Boot Camp**
- Oracle Fusion Global Human Resources Implementation Boot Camp

**Oracle University Training**
- Fusion Applications: HCM Global Human Resources

#### Sample Question
A customer has a requirement to add a new action when hiring Full-Time Employees. What is the correct option?

- Create an additional action reason 'Hire Full-Time Employee' and associate it with the 'Manage Employee' action type
- **Create an additional action 'Hire Full-Time Employee' and associate it with the 'Hire an Employee' action type**
- Create an additional action type 'Hire Full-Time Employee' and do not associate it with any action type
- Create an additional lookup with the value 'Hire Full-Time Employee'
Topic 5: Workflow, Approvals, and Notifications

Objective

- Define Approval Policies
- Manage Approval Groups
- Manage Notifications

Level

- Practitioner

Recommended Training

Online Training

- Fusion 11gR1 Update 3 (11.1.4.0.0) TOI: Set Up Workforce Deployment - Define Approval Management for Human Capital Management - Manage Approval Rules

OPN Boot Camp

- Oracle Fusion Global Human Resources Implementation Boot Camp

Oracle University Training

- Fusion Applications: HCM Global Human Resources

Sample Question

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is not required to meet this requirement?

- All approvers must be present in the system; else, the promotion transaction fails
- While configuring Approval Group List Builder, select "Allow empty groups" as True
- While configuring Approval Group List Builder, select "Allow empty groups" as False
- The default functionality is that if any approver is not present, then the transaction gets auto-approved
- Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder.
Exam Registration Details

Full exam preparation details are available on the exam page Oracle Fusion Global Human Resources 2014 Essentials (1Z0-418), including learning objectives, number of questions, time allowance, pricing and languages available.

The OPN Certified Specialist Exams appointments are available worldwide at Pearson VUE Testing Centers. Reservations can be made via phone or online.

Candidates must have an Oracle Web Account to access CertView and check their exam results. In order to have their certifications reflected on OPN Competency Center, both CertView and Pearson Vue accounts must be updated with the current OPN Company ID. Your Company ID can be obtained by contacting your local Oracle Partner Business Center or by signing in to your OPN account.

Additional Resources

- Oracle HCM Cloud: Oracle Fusion HCM Cloud Service Solutions Knowledge Zone
- Oracle HCM: Oracle Fusion HCM Solutions Knowledge Zone
- Fusion Learning Center
- Oracle Fusion Applications Enterprise Repository
- Oracle Fusion Applications 11g User Assistance
- Oracle Fusion Applications Training by Oracle University
- Oracle Fusion Applications: Monthly Partner Updates – Live & Replays
- OPN Guided Learning Paths & Assessments
- OPN Certified Specialist Exam Study Guides