ORACLE 1Z0-416

Oracle PeopleSoft Human Resources Essentials Certification Questions & Answers

Exam Summary – Syllabus – Questions

1Z0-416
PeopleSoft 9.2 Human Resources Certified Implementation Specialist
70 Questions Exam – 66% Cut Score – Duration of 120 minutes

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Know Your 1Z0-416 Certification Well:

The 1Z0-416 is best suitable for candidates who want to gain knowledge in the Oracle PeopleSoft Human Capital Management. Before you start your 1Z0-416 preparation you may struggle to get all the crucial PeopleSoft Human Resources Essentials materials like 1Z0-416 syllabus, sample questions, study guide.

But don't worry the 1Z0-416 PDF is here to help you prepare in a stress free manner.
The PDF is a combination of all your queries like-
- What is in the 1Z0-416 syllabus?
- How many questions are there in the 1Z0-416 exam?
- Which Practice test would help me to pass the 1Z0-416 exam at the first attempt?

Passing the 1Z0-416 exam makes you PeopleSoft 9.2 Human Resources Certified Implementation Specialist. Having the PeopleSoft Human Resources Essentials certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

Oracle 1Z0-416 PeopleSoft Human Resources Essentials Certification Details:

Exam Name	PeopleSoft 9.2 Human Resources Essentials
Exam Code	1Z0-416
Exam Price	USD $245 (Pricing may vary by country or by localized currency)
Duration	120 minutes
Number of Questions	70
Passing Score	66%
Format	Multiple Choice Questions (MCQ)
Recommended Training	**PeopleSoft Human Resources Rel 9.2** **PeopleSoft Learning Subscription** **Unlimited Learning Subscription - All Technology**
Schedule Exam	**Pearson VUE**

Sample Questions	**PeopleSoft 9.2 Human Resources Certified Implementation Specialist (OCS)**
Recommended Practice	**1Z0-416 Online Practice Exam**

1Z0-416 Syllabus:

Business Process Overview	- Describe PeopleSoft Human Resource Management System (HRMS) processes - Describe PeopleSoft Human Resource core foundation tables - Describe PeopleSoft Table setup considerations - Describe Effective Dating and Action Types - Describe sources of information in PeopleBooks
Core Foundation Tables Related to Business Units and TableSet Sharing	- Describe SetIDs, Business Units, and TableSet Sharing - Create User and Business Unit Defaults
Core Foundation Tables Related to Compensation	- Create Compensation Rate Code data - Create Salary Plan tables - Create Compensation Rate Code defaults
Administer Data Permission Security	- Explain Data Permission Security - Identify the methods used to Grant Data Permission Access - Administer Tree-Based Security
Manage Worker Data Through Smart HR Templates and Transactions	- Define Smart Human Resource (HR) Templates - Create Smart HR Templates - Manage worker transactions using a Smart HR Template - Create Action Reason Codes - Explain Job Summary information
Core Foundation Tables Related to Installation Settings and Companies	- Describe the Human Resource Foundation Table sequence - Explain the Installation Table - Set up the Company Table
Core Foundation Tables Related to Establishments, Locations, and Departments	- Create the Establishment Table - Create the Location Table - Create the Department Table

Core Foundation Tables Related to Jobs and Pay Groups	- Create the Job Code Table - Create the Pay Group Tables
Add People in the PeopleSoft System	- Describe Organizational Relationships - Add a Person in the PeopleSoft System - Add a Job Instance for a Person
Maintain Person and Job Data	- Maintain historical information - Manage Personal Data and Job Data
Manage Positions	- Set up Position Data - Hire and reassign Workers into Positions - Maintain Position and Employee Data

Oracle 1Z0-416 Sample Questions:

Question: 1

In order to set up a Seniority Pay component for worker's salary, what are the four MINIMUM required steps to successfully save it in Comp Rate Code Table?

(Choose four.)

- a) Enter a description
- b) Select a valid Rate Code Class
- c) Select a Seniority Pay Group.
- d) Select the date to be used to calculate Seniority.
- e) Enter a Currency Code.
- f) Select a valid Rate Code Type.

Answer: a, b, d, f

Question: 2

Identify the four main components in setting up hiring templates.

(Choose four.)

- a) Copy Template
- b) Template Section
- c) Template Creation
- d) Template Record/Field
- e) Template Category Table

Answer: b, c, d, e

Question: 3

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: 4

Which field value from the Job Code table is not used as a default on HRMS pages?

a) Standard Hours from the Job Code Profile page
b) Rate Code from the Default Compensation page
c) Salary Plan from the Default Compensation page
d) Comp Freq from the Default Compensation page
e) Rate Code from the Non-base Compensation page
f) Standard Work Period from the Job Code Profile page

Answer: e

Question: 5

Which default value do the Job Code table and Location table have in common?

a) Salary Plan
b) Work Period
c) Tax Location
d) Standard Hours
e) Establishment ID

Answer: a

Question: 6

You are setting up Human Resources for your customer. You have a table sequence to follow for your implementation. Choose the correct sequence of tables.

- a) TableSet ID, Installation, Company Table, Business Unit, TableSet Control
- b) TableSet ID, TableSet Control, Installation, Company Table, Business Unit
- c) Installation Table, Company Table, TableSet ID, Business Unit, TableSet Control
- d) Installation Table, Business Unit, Company Table, TableSet ID, TableSet Control
- e) Installation Table, TableSet ID, TableSet Control, Company Table, Business Unit

Answer: c

Question: 7

In which two scenarios would you use Role-based data permission security method as compared to Tree based?

(Choose two.)

- a) Your organization is not hierarchical.
- b) Your organization structure is hierarchical.
- c) Users have access to data for people in specific areas of the organization.
- d) You want a flexible way to grant security access to a person outside a department.
- e) Your security structure is based largely on the organizational department structure.

Answer: a, d

Question: 8

Data permission is set up through Tree-based security. You have created a new effective-dated department security tree.

Which batch process would you execute?

- a) Department Activation
- b) Refresh SJT_OPR_CLS
- c) Refresh SJT_CLASS_ALL
- d) Refresh Trans_SJT_tables
- e) Nightly_SJT_Refresh_Process
- f) Refresh tree using Tree Manager

Answer: c

Select three tables that use SetID as the highest key.

(Choose three.)

a) Location
b) Job Code
c) Company
d) Department
e) Business Unit
f) Establishment

Answer: a, b, d

Question: 10

Identify four tabs at the top of the Company table.

(Choose four.)

a) Phones
b) Contacts
c) Addresses
d) Rules Definition
e) Default Settings
f) Company Location

Answer: a, d, e, f

Study Guide to Crack Oracle PeopleSoft Human Resources Essentials 1Z0-416 Exam:

- Getting details of the 1Z0-416 syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the 1Z0-416 exam.
- Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.

- Joining the Oracle provided training for 1Z0-416 exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
- Read from the 1Z0-416 sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
- Practicing on 1Z0-416 practice tests is must. Continuous practice will make you an expert in all syllabus areas.

Reliable Online Practice Test for 1Z0-416 Certification

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