



ORACLE 1Z0-416

Oracle PeopleSoft Human Resources Essentials Certification
Questions & Answers

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1Z0-416

PeopleSoft 9.2 Human Resources Certified Implementation Specialist

70 Questions Exam – 66% Cut Score – Duration of 120 minutes

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Discover More about the 1Z0-416 Certification

Are you interested in passing the Oracle 1Z0-416 exam? First discover, who benefits from the 1Z0-416 certification. The 1Z0-416 is suitable for a candidate if he wants to learn about Oracle PeopleSoft Human Capital Management. Passing the 1Z0-416 exam earns you the PeopleSoft 9.2 Human Resources Certified Implementation Specialist title.

While preparing for the 1Z0-416 exam, many candidates struggle to get the necessary materials. But do not worry; your struggling days are over. The 1Z0-416 PDF contains some of the most valuable preparation tips and the details and instant access to useful 1Z0-416 study materials just at one [click](#).

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
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	<ul style="list-style-type: none"> - 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 Installation Settings and Companies	<ul style="list-style-type: none"> - Describe the Human Resource Foundation Table sequence - Explain the Installation Table - Set up the Company Table
Core Foundation Tables Related to Business Units and TableSet Sharing	<ul style="list-style-type: none"> - Describe SetIDs, Business Units, and TableSet Sharing - Create User and Business Unit Defaults
Core Foundation Tables Related to Establishments, Locations, and Departments	<ul style="list-style-type: none"> - Create the Establishment Table - Create the Location Table - Create the Department Table
Core Foundation Tables Related to Compensation	<ul style="list-style-type: none"> - Create Compensation Rate Code data - Create Salary Plan tables - Create Compensation Rate Code defaults
Core Foundation Tables Related to Jobs and Pay Groups	<ul style="list-style-type: none"> - Create the Job Code Table - Create the Pay Group Tables
Administer Data Permission Security	<ul style="list-style-type: none"> - Explain Data Permission Security - Identify the methods used to Grant Data Permission Access - Administer Tree-Based Security
Add People in the PeopleSoft System	<ul style="list-style-type: none"> - Describe Organizational Relationships - Add a Person in the PeopleSoft System - Add a Job Instance for a Person
Manage Worker Data Through Smart HR Templates and Transactions	<ul style="list-style-type: none"> - Define Smart Human Resource (HR) Templates - Create Smart HR Templates - Manage worker transactions using a Smart HR Template

Maintain Person and Job Data	<ul style="list-style-type: none">- Maintain historical information- Manage Personal Data and Job Data- Create Action Reason Codes- Explain Job Summary information
Manage Positions	<ul style="list-style-type: none">- Set up Position Data- Hire and reassign Workers into Positions- Maintain Position and Employee Data

Broaden Your Knowledge with 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

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

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

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: 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

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: 8

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: 9

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

Question: 10

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

Avail the Study Guide to Pass Oracle 1Z0-416 PeopleSoft Human Resources Essentials Exam:

- Find out about the 1Z0-416 syllabus topics. Visiting the official site offers an idea about the exam structure and other important study resources. Going through the syllabus topics help to plan the exam in an organized manner.
- Once you are done exploring the [1Z0-416 syllabus](#), it is time to plan for studying and covering the syllabus topics from the core. Chalk out the best plan for yourself to cover each part of the syllabus in a hassle-free manner.
- A study schedule helps you to stay calm throughout your exam preparation. It should contain your materials and thoughts like study hours, number of topics for daily studying mentioned on it. The best bet to clear the exam is to follow your schedule rigorously.
- The candidate should not miss out on the scope to learn from the 1Z0-416 training. Joining the Oracle provided training for 1Z0-416 exam helps a candidate to strengthen his practical knowledge base from the certification.
- Learning about the probable questions and gaining knowledge regarding the exam structure helps a lot. Go through the [1Z0-416 sample questions](#) and boost your knowledge
- Make yourself a pro through online practicing the syllabus topics. 1Z0-416 practice tests would guide you on your strengths and weaknesses regarding the syllabus topics. Through rigorous practicing, you can improve the weaker sections too. Learn well about time management during exam and become confident gradually with practice tests.

Career Benefits:

Passing the 1Z0-416 exam, helps a candidate to prosper highly in his career. Having the certification on the resume adds to the candidate's benefit and helps to get the best opportunities.

Here Is the Trusted Practice Test for the 1Z0-416 Certification

DBExam.com is here with all the necessary details regarding the 1Z0-416 exam. We provide authentic practice tests for the 1Z0-416 exam. What do you gain from these practice tests? You get to experience the real exam-like questions made by industry experts and get a scope to improve your performance in the actual exam. Rely on DBExam.com for rigorous, unlimited two-month attempts on the **[1Z0-416 practice tests](#)**, and gradually build your confidence. Rigorous practice made many aspirants successful and made their journey easy towards grabbing the PeopleSoft 9.2 Human Resources Certified Implementation Specialist.

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