

# DUMPSBOSS.

## PeopleSoft 9.2 Human Resources Essentials

Oracle 1z0-416

Version Demo

Total Demo Questions: 10

Total Premium Questions: 106

Buy Premium PDF

<https://dumpsboss.co>

[support@dumpsboss.co](mailto:support@dumpsboss.co)

support@dumpsboss.co  
dumpsboss.co

## QUESTION NO: 1

Which field CANNOT be overridden in Job Data after being entered in the Department table?

- A. Location
- B. Company
- C. Manager ID
- D. Manager Position
- E. Tax Location for North American Payroll

**ANSWER: B**

## QUESTION NO: 2

When implementing PeopleSoft Human Resources, which three must you do before creating employee-level data? (Choose three.)

- A. You must evaluate the user's security requirements.
- B. You must establish system setup tables and default values.
- C. You must evaluate your companys system and table requirements.
- D. You must establish a remote node definition for Application Messaging.
- E. You must establish the path where Application Engine logs will be stored.
- F. You must evaluate the Employee ID length in the customers legacy system.
- G. You must evaluate table structure and data dependencies within PeopleSoft HCM.

**ANSWER: B C G**

## QUESTION NO: 3

When hiring a person using the template-based hire feature, you choose the Save for Later option. What is the hiring status that is assigned to the transaction?

- A. Draft
- B. Pending Hire
- C. Save for Later

D. Hire in Progress

**ANSWER: A**

## QUESTION NO: 4

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: 5

Your client needs to set up data permission through Security By Department Tree. The client has created the Department Security Tree.

Which subsequent steps would you advise your client to perform?

- A. Grant access to the user by setting up the Security by Department Tree component for a user's Row Security permission list.
- B. Grant access to the user by setting up the Security by Department Tree component for a user's Row Security permission list - Run the Refresh SJT\_OPR\_CLS process.
- C. Grant access to the user by setting up the Security by Permission List component for a user's Row Security permission list - Run the Refresh SJT\_CLASS\_ALL process.
- D. Grant access to the user by setting up the Security by Department Tree component for a user's Row Security permission list - Run the Refresh SJT\_CLASS\_ALL process.
- E. Grant access to the user by setting up the Security by Department Tree component for any permission list associated with a user - Run the Refresh SJT\_OPR\_CLS process.
- F. Grant access to the user by setting up the Security by Department Tree component for any permission list associated with a user - Run the Refresh SJT\_CLASS\_ALL process.

**ANSWER: D**

## QUESTION NO: 6

Identify three components that the HR administrator uses to administer template-based hires. (Choose three.)

- A. Manage Hires
- B. Error Transaction
- C. Manage Hire Details
- D. Template-Based Hire
- E. Template-Based Hire Status

**ANSWER: A B C**

## QUESTION NO: 7

Which four statements are true about the Salary Grade table? (Choose four.)

- A. The Salary Grade table can be used to define the Salary Administration Plan.
- B. The Salary Grade table can be used to define the number of steps for a grade.
- C. The Salary Grade table can be used to define Salary components such as Compensation Rate.
- D. The Salary Grade table can be used to define labour information such as Regulatory Region and Labour Agreement.
- E. The Salary Grade table can be used to identify the increment type that defines how a person would advance to the next step.

**ANSWER: B C D E**

## QUESTION NO: 8

Choose three fields that are required on the Company Table. (Choose three.)

- A. Pay Group
- B. Default SetID
- C. Effective Date
- D. Lines on Pay Sheet
- E. Single Check for Multiple Jobs

**ANSWER: B C D**

## QUESTION NO: 9

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 NO: 10

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**