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Exam : **1z0-416**

Title : PeopleSoft 9.2 Human
Resources Essentials

Vendor : Oracle

Version : DEMO

NO.1 Which PeopleSoft table do you use to identify a group of employees who share common pay characteristics?

- A. Job Code Table
- B. Company Table
- C. Pay Group Table
- D. Salary Plan Table
- E. Salary Grade Tables
- F. Comp Rate Code Table

Answer: C

NO.2 Which setup sequence would allow you to default the Compensation information in Job Data by using Job Code?

- A. Comp Rate Code, Job Code, Salary Plan, Salary Grades, and Salary Step
- B. Salary Plan, Salary Grades, Salary Step, Comp Rate Code, and Job Code
- C. Salary Step, Salary Grades, Salary Plan, Comp Rate Code, and Job Code
- D. Comp Rate Code, Salary Plan, Salary Grades, Salary Step, and Job Code
- E. Job Code, Salary Plan, Salary Grades, Salary Step, and Comp Rate Code

Answer: D

NO.3 You must run the Refresh Trans_SJT_tables when you perform which two tasks? (Choose two.)

- A. modify a department security tree
- B. create a department security tree
- C. enable or disable a security access type
- D. modify a row security permission list on the Security by Dept Tree component
- E. create a row security permission list on the Security by Dept Tree component
- F. update a transaction component using a process that bypasses the component interface

Answer: C,F

NO.4 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

NO.5 Identify four methods that you can use to associate Comp Rate Code with a worker's record. (Choose four.)

- A. Assign Comp Rate Code to Job Data.
- B. Assign Comp Rate Code to Job Code.
- C. Assign Comp Rate Code to Salary Plan.
- D. Assign Comp Rate Code to Position Data.
- E. Assign Comp Rate Code to Salary Grade/Step.
- F. Assign Comp Rate Code through the SENPAY functionality.

Answer: A,B,E,F

NO.6 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

NO.7 A security administrator associates various permission lists with a user ID when setting up user profiles in the system.

These permission lists are _____ and _____. (Choose two.)

- A. assigned to Audit
- B. assigned with workflow
- C. assigned directly to a user
- D. assigned to the HR Administrator
- E. assigned to the Department Tree
- F. associated with roles that are assigned to a user

Answer: C,F

NO.8 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

NO.9 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

NO.10 In which three scenarios would PeopleSoft create a new Employee Record Number (ERN)? (Choose three.)

- A. when you assign a worker to a new position using the Job Data component
- B. when you add an additional job to an employee or contingent worker using the Add Additional Assignment component

- C. when you assign a worker to a full-time temporary assignment on the Job Data component and the system suspends the substantive job
- D. when you add another organizational instance for a worker using the Add Employment Instance or Add Contingent Worker Instance component

Answer: B,C,D