

Demo Questions

Oracle 1Z0-416 Exam

PeopleSoft 9.2 Human Resources Essentials

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Question #1 *Topic 1*

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

Correct Answer: A

Question #2 *Topic 1*

Which three statements describe the benefits of using tableset sharing in the PeopleSoft system? (Choose three.)

- A. Tableset sharing uses SetID to restrict or grant access to data within a table.
- B. Tableset sharing allows organizations to track and report business information.
- C. Tableset sharing enables organizations to group rows of data within a control table by using a highlevel key called a SetID.

- D. Tableset sharing uses Department ID in conjunction with department security tree to restrict or grant access to data within a table.
- E. Tableset sharing enables organizations to utilize indexing capabilities on mapped records for faster search results on employee data.
- F. Tableset sharing enables organizations to share information instead of entering it multiple times, when large portions of data are the same for various business

Correct Answer: ACF

Question #3Topic 1

On the Job Data Work Location tab for a new hire, Company is a required field. You can default Company from the table.

- A. Location
- B. Job Code
- C. Position Data
- D. Business Unit
- E. Holiday Schedule

Correct Answer: C

Question #4Topic 1

Location
Enter any information you have and click Search. Leave fields blank for a list of all values.

Find an Existing Value **Add a New Value**

SetID: =

Location Code: begins with

Description: begins with

Salary Administration Plan: begins with

Geog Location Code: begins with

Include History Correct History Case Sensitive

Search **Clear** [Basic Search](#) [Save Search Criteria](#)

Search Results

[View All](#) First 1-63 of 63 Last

SetID	Location Code	Description	Salary Administration Plan	Geog Location Code
SHARE	ABCHQ	ABC Headquarter	(blank)	(blank)

Department Profile **Comm. Acctg. and EG**

SetID: SHARE **Department:** ABCHQ [Business Units that use this Setid](#)

Department Profile Find | View All First 1 of 1 Last

*Effective Date: 01/01/2007 *Status: Active

*Description: ABC Headquarter Short Description: ABCHQ

Location SetID: SHARE Table Set shared across Corp

Location: ABCHQ

Company:

Microsoft Internet Explorer

Invalid value -- press the prompt button or hyperlink for a list of valid values (15,11)
The value entered in the field does not match one of the allowable values. You can see the allowable values by pressing the Prompt button or hyperlink.

OK

Your client wants to set up a new department called ABC Headquarter for their newly acquired company ABC. The client shares the department and location information cross all business units. The HR Administrator has checked that the location code ABCHQ showed up under the Location Table Search Result page under Set1D "Share". However, when she tried to attach this location code to the new department she is trying to create, she got the error message. Which two setups may have caused the error message to be displayed? (Choose two.)

- A. The Location SetID may not be valid for this department.
- B. The Department may have an earlier Effective Date than the Location.
- C. The Location and the Department may not belong to the same Business Unit.
- D. The Location may have been inactivated before the Department's Effective Date.
- E. The Location may not be associated with the proper company that the department is attached to.
- F. The TableSet Control table may not be set up correctly for the Record_Group Location and the Record_Group Department.

Correct Answer: *BD*

Question #5*Topic 1*

Your client is implementing PeopleSoft HRMS system with Payroll Interface. The client is to start configuring Pay Group table. What table value should exist in the system before configuring Pay Groups?

- A. Location
- B. Company
- C. Salary Plan
- D. Salary Step
- E. Salary Grade
- F. Additional Pay

Correct Answer: *B*

Question #6*Topic 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

Correct Answer: C

Question #7Topic 1

You are at your client site working on PeopleSoft HRMS implementation. One of your tasks is to add systemwide defaults in order to save time when a user is entering information in transaction tables. Identify which field is NOT a default option in the Org Default by Permission List component.

- A. SetID
- B. Country
- C. Company
- D. To Currency
- E. Business Unit
- F. Compensation Frequency

Correct Answer: F