



# ORACLE 1Z0-416 STUDY GUIDE PDF

Grab the Oracle PeopleSoft Human Resources Essentials Certification  
PDF Questions & Answers

[Details of the Exam-Syllabus-Questions](#)

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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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## Get an Overview of the 1Z0-416 Certification:

Who should take the [1Z0-416 exam](#)? This is the first question that comes to a candidate's mind when preparing for the PeopleSoft Human Resources Essentials certification. The 1Z0-416 certification is suitable for candidates who are keen to earn knowledge on the Oracle PeopleSoft Human Capital Management and grab their PeopleSoft 9.2 Human Resources Certified Implementation Specialist. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But 1Z0-416 study guide PDF is here to solve the problem. 1Z0-416 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

## Why Should You Earn the Oracle 1Z0-416 Certification?

There are several reasons why one should grab the 1Z0-416 certification.

- The PeopleSoft Human Resources Essentials certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [PeopleSoft 9.2 Human Resources Certified Implementation Specialist](#) is a powerful qualification for a prosperous career.

# What Is the Oracle 1Z0-416 PeopleSoft Human Resources Essentials Certification Exam Structure?

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	<a href="#">PeopleSoft Human Resources Rel 9.2</a> <a href="#">PeopleSoft Learning Subscription</a>
Schedule Exam	<a href="#">Pearson VUE</a>
Sample Questions	<a href="#">PeopleSoft 9.2 Human Resources Certified Implementation Specialist (OCS)</a>
Recommended Practice	<a href="#">1Z0-416 Online Practice Exam</a>

## Enhance Knowledge with 1Z0-416 Sample Questions:

### Question: 1

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: 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**

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: 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**

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: 6**

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: 7**

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: 8**

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: 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: 10**

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**

# What Study Guide Works Best in Acing the Oracle 1Z0-416 PeopleSoft Human Resources Essentials Certification?

The 1Z0-416 study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

## Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the PeopleSoft Human Resources Essentials exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

## Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

## Get Expert Advice from the Training:

Do not forget to join the Oracle 1Z0-416 training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

## Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.



## **Avoid Dumps and Utilize the Oracle 1Z0-416 Practice Test:**

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self-assessment method. Therefore, 1Z0-416 practice tests always stand out to be the better choice than dumps PDF.

### **Avail the Proven 1Z0-416 Practice Test for Success!!!**

Do you want to pass the 1Z0-416 exam on your first attempt? Stop worrying; we, DBExam.com are here to provide you the best experience during your PeopleSoft 9.2 Human Resources Essentials preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [1Z0-416 practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.