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Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After

you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio

information display - but it does not.

What is the possible cause for the information NOT displaying?

A. The grade rate and the salary basis are tied to different frequencies.

B. The grade rate was not linked to the salary basis.

C. The grade and the salary basis are tied to different legislative data groups.

D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

QUESTION 2

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer. Identify the three options for the Global Transfer process.

A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.

B. A new work relationship in the destination legal employer is not created automatically.

C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.

D. A new worker relationship in the destination legal employer is created automatically.

E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR16 62739

QUESTION 3

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago. Identify the correct statement about the person number for the employee.

A. The employee has a person record with the enterprise so she will continue with the same person number.

B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.

C. The employee continues with her old person number if global sequence is used for person number.

D. The employee\\'s new person number will be her previous number suffixed by -1.

Correct Answer: A

QUESTION 4

If multiple people update a performance rating for a competency on a worker\\'s profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

A. educational establishment

B. rating model

C. content subscriber

D. instance qualifier

E. content library

Correct Answer: D

QUESTION 5

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles. There are assignment records of one or more employees associated with this grade

A. Define Talent Profile Content > Manage Educational Establishments

B. Define Talent Profile Content > Manage Content Subscribers

C. Define Talent Profiles > Manage Profile Types

D. Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

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