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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

A client requires that promotion approvals should go to a static set of three users in a sequential manner,

with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

A. While configuring Approval Group List Builder, select "Allow empty groups" as True.

B. All approvers must be present in the system; else, the promotion transaction fails.

C. While configuring Approval Group List Builder, select "Allow empty groups" as False.

D. The default functionality is that if any approver is not present, then the transaction gets auto- approved.

E. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.

Correct Answer: C

QUESTION 2

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons. (Choose three.)

A. Action Reasons can be user defined.

B. Action Reasons are primarily used for analysis and reporting.

C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.

D. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

QUESTION 3

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity may act as a virtual organization.

B. A legal entity must comply with regulations and local jurisdictions.

C. A legal entity can be identified as a legal employer in Human Capital Management.

D. A legal entity can own assets, record sales, pay taxes, and perform transactions.

E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

QUESTION 4

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by

line managers and HR specialists.

Which Checklist enhancement supports this requirement?

A. Checklist Category

B. Checklist Validity

C. Checklist Completion

D. Task Library

Correct Answer: C

QUESTION 5

During implementation, a two-tier employment model - multiple assignment has been set up. Now the

client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.

B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.

C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.

D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

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