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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

Which two options are true about Oracle Workforce Predictions? (Choose two.)

- A. It predicts team/individual involuntary termination and performance.
- B. It predicts team voluntary termination and performance.
- C. It predicts individual voluntary termination and performance.
- D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

QUESTION 2

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Enter Action End Date.
- C. Delete Actions.
- D. Educate users not to use such Actions.

Correct Answer: B

QUESTION 3

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

Which method should be used?

- A. Automatic Upon Final Save
- B. Automatic Upon Final Submission
- C. Automatic Prior to Final Save
- D. Automatic Prior to Submission

Correct Answer: A

QUESTION 4

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

QUESTION 5

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- A. Ensure the owner field is set to employee.
- B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- C. Ensure the owner and performer are both set to employee.
- D. Ensure the performer field is set to employee.

Correct Answer: C

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