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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior. (Choose two.)

- A. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- D. The employee is working as an employee in Finance Department.
- E. The employee is inactive as of 01-Jan-2015.

Correct Answer: AE

QUESTION 2

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B

QUESTION 3

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. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. All approves must be present in the system; else, the promotion transaction fails.
- 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 approvers in the required sequence and create Approval Group List Builder.

Correct Answer: B

QUESTION 4

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. First add the grade to a grade ladder, then add the rates for each step.
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE

QUESTION 5

A manager returned from the US Subsidiary after a period of 3 months to his source location of the UK Subsidiary.

Which option should a Human Resource Representative exercise to reinstate the manager's records in the source legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- B. Create another assignment with the return date as the effective date.
- C. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstate automatically on the return date.
- D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Correct Answer: C

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