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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

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 2

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.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- 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 has a person record with the enterprise so she will continue with the same person number.

Correct Answer: D

QUESTION 3

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a new content type and content item.
- B. Create a free-form content type and a new content item.
- C. Create a new content type but a seeded content item.
- D. Create a free-form content type without a content item.
- E. Use a seeded content type and a new content item.

Correct Answer: D

QUESTION 4

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They contain relationships and properties as part the profile type.
- C. They do not contain relationships or properties until you add them to the profile type.
- D. They do not contain relationships but contain properties as part the profile type.

Correct Answer: C

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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