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Oracle Global Human Resources Cloud 2019 Implementation
Essentials





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QUESTION 1

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

QUESTION 2

As an implementation consultant, you have defined multiple grades for each job and position. While defining assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to Yes at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to No at site level.

Correct Answer: E

QUESTION 3

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 4

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes into error because it was not auto-claimed.
- E. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: AC

QUESTION 5

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker
- B. Contingent Worker
- C. Employee
- D. Non-Worker
- E. Pending Worker
- F. Person of Interest

Correct Answer: BCDE

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