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Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

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. Identify the correct statement 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 has a person record with the enterprise so she will continue with the same person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.

Correct Answer: B

QUESTION 2

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. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder
- B. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- D. All approvers must be present in the system, else, the promotion transaction fails.
- E. The default functionality is that if any approver is not present, then the transaction gets auto-approved.

Correct Answer: B

QUESTION 3

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

- A. The Person Management page search does not support date-effective keywords.
- B. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword



record resulting in search discrepancies

D. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.

E. The Person Management page search does not support Job attribute keywords

F. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Correct Answer: D

QUESTION 4

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 5

Which two statements are true about Action and Action Reasons? (Choose two.)

A. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

B. The history of effective date changes can be tracked well by using the Actions framework.

C. It is mandatory to associate Actions with Action Reasons.

D. There is always a one-to-one relationship between Action Type and Action.

Correct Answer: AB

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