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Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must set geography validation for the specific address style for a country.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must map geography to reporting establishments for reporting purposes.

Correct Answer: BCD

QUESTION 2

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Create an appropriate job set
- C. Benchmark all the jobs in the system.
- D. Job Evaluation criteria must be set up during job creation.
- E. Progression Job Information must be defined during job creation.

Correct Answer: E

QUESTION 3

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. When using positions, the grades that are specified for the job become the default grades for the position
- B. Jobs and Positions are shared by Sets.
- C. Jobs are shared by Sets and Positions are assigned to Business Units.
- D. Positions may be added to a specific department and location.

Correct Answer: ACD



QUESTION 4

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, position, division, establishment
- B. organization, job, department, geographies
- C. organization, position, department, geographies
- D. organization, position, division, geographies
- E. organization, job, division, geographies

Correct Answer: C

QUESTION 5

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What steps in Business Process Management (BPM) Worklist do you perform to meet this requirement?

- A. Select Allow All Participants To Route Task To Other Participants.
- B. Deselect Allow Participants To Edit Future Participants.
- C. Select Allow Participants To Edit Future Participants
- D. Change the value of Complete task Immediately When Participant Chooses to Approve
- E. Change the Task Aggregation configuration to Once Per Task.

Correct Answer: CDE

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