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QUESTION 1

In Core HR, how can an organization capture all the recruitment activities for the current financial year within a parent recruitment activity?

A. Create the parent recruitment activity. While creating the child recruitment activities specify the parent recruitment activity in the \\'Within Recruitment Activity1 section.

B. Attach multiple recruitment activities to the same requisition.

C. Attach multiple recruitment activities to the same vacancy.

D. While creating the child/parent recruitment activities check the primary flag for the parent recruitment activity.

E. A recruitment activity cannot be linked to any other recruitment activity.

Correct Answer: B

Use the Recruitment Activity window to define either single recruitment activities or groups of activities. You can associate a recruitment activity with an organization and with one or more vacancies. You can record and monitor the cost effectiveness of any activity, or group of activities.

QUESTION 2

You have the requirement to create Employee records using Entering Employees (Navigation: People: Maintain Using Templates > Entering Employees) form.

How can you make the Grade and Phone Number fields mandatory?

A. Set the Grade and Phone fields as mandatory while creating the vacancy associated with the new employee.

B. Set the Grade and Phone fields as mandatory while creating the requisition associated with the new employee.

C. Create a new template based on the existing seeded template. Set the Grade and Phone fields as mandatory in the new template. Associate the new template with the form used for creating employees.

D. Make the Additional Phone Detail Information and Additional Grade Details Descriptive Flexfield segments mandatory.

E. In the Human Resource Responsibility, navigate to the Security > CustomForm and create a new form with the specific restrictions.

Correct Answer: E

QUESTION 3

Identify the screen that is NOT date-tracked in Oracle HRMS.

A. Contact

B. Contract

C. Extra Person Information

D. Position Definition

E. User Defined Table Structure Values

Correct Answer: C

QUESTION 4

In a company XYZ, the HR User wants to store the Long Service Bonus amount based on the number of years of service. For 0 to 5 years of service, the value is 40,000 USD; for 6 to 7 years, the value is 45,000 USD; for 8 to 10 years, the value is 47,000 USD and for service above 10 years ft is 55,000 USD. How can this be maintained in a User Defined Table?

A. Create a User Defined Table with the Match Type set as Match and Key Unit of Measure as Number. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

B. Create a User Defined Table with the Match Type set as Match and Key Unit of Measure as Text. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

C. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Number. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

D. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Text. In the Table Values, specify the range of years of service and applicable allowance value.

E. Create a User Defined Table with the Match Type set as Range and Key Unit of Measure as Date. In the Table Values, specify the Upper and Lower Bound of years of service and applicable allowance value.

Correct Answer: D

QUESTION 5

Select the effective date on which the element entries will be end dated if the Termination Rule attached to the Element Definition is `Last Standard Process\\'

A. Actual C Date

B. Notified Termination Date

C. Payroll Period End Date

D. Final Process Date

E. Projected Termination Date

Correct Answer: C

The Element Entries will be closed on the last date of the Payroll Period

Note:

Termination Dates:

* Notified: (Optional) Enter the notification date of termination.

* Projected: Enter if a non-12-month termination whose last day is 24-May.

* Actual: Enter the actual last date of employment, or if entering a non-12-month termination and last day is 24-May, enter August 24.

* Last Standard Process Date: Will automatically populate with the end date of the payroll of the active assignment when you click on the [Terminate] button.

If there are multiple assignments with different payrolls, ensure the last standard process date is the latest date.

* Final Process: Leave blank.

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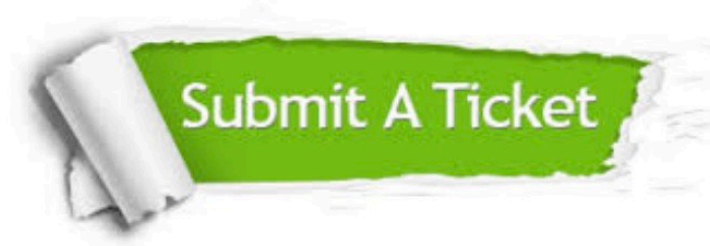
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