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QUESTION 1

Identify the four forms that are available for person type applicant?

A. Address

B. Competence Profile

C. Work Preferences

D. Assignment

E. Contact

Correct Answer: ABCE

B: You can update a worker\\'s competency profile at any time using the Competence Profile window in the forms-based interface.

C: You can enter work preferences (such as preferred work locations and work hours) for an individual in the Oracle HRMS Work Preferences window.

Note: The Oracle HRMS competency functions enable you to:

Identify and measure consistently the knowledge, skills, and behavior displayed by your work-ers across the enterprise.

Speed the deployment process within your enterprise and reduce recruitment costs. You can identify and select workers and applicants on a common basis and match them with opportunities that arise across the whole enterprise. This

ensures that an able candidate is not rejected because of a mismatch for one vacancy when other suitable vacancies exist.

Ensure your enterprise meets its business goals. You do this by linking the competencies held by your workers into the competencies required to meet the business goals of your enterprise.

QUESTION 2

In the Approval Management Engine (AME), Parallel Approvals can work only when_____.

A. A single approval group is involved.

B. Multiple approval groups are involved.

C. No approval groups are involved.

D. Approvals are static.

E. There is an approval group with Serial also defined.

Correct Answer: B

QUESTION 3

In SSHR, how can you configure the Transfer page to display only a few segments of the Additional Assignment Details DFF?

A. Through personalization, change the value in the Render column to True.

B. Through personalization, enter the segments in the Flex Segment List using the following format: context1 | segment 1| segment2|| context2| segment1.

C. Mark the segments mandatory while defining the DFF segments to make them visible on the SSHR Page.

D. Through personalization, enter the segments in the Flex Segment List using the following format: context1, context2.

E. Mark displayed false for all the segments while defining DFF and enables only those required on the Transfers page using personalization.

Correct Answer: B

Specification of Context and Segment Names in the Segment List field through SSHR Personalization achieves the display of selected DFF Segments

Note:

To display all flexfield segments, leave the Flex Segment List field blank. To display only selected segments, enter the segments in the Flex Segment List using the following format:

context1|segment1|segment||context2|segment 1

For example,

Global Data Element|New Employer|Address||US|Zip Code

QUESTION 4

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 5

In Core HR, a vacancy was created with all relevant assignment information. Thirty applications were created and attached to this vacancy. It is now found that the grade attached to the vacancy is incorrect. The HR User has corrected the vacancy with the new grade.

Identify two correct statements. (Choose two.)

A. The grade attached to the applicant doesn\\'t change.

B. Any new applicant created would be created with the new grade.

C. The grade attached to the thirty applicants is updated.

D. The system will not allow the HR user to update a vacancy to which applicants are already attached.

E. The HR user has to change the status of all the applicants to Accepted to see the new change.

Correct Answer: BD

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