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QUESTION 1

What are three advantages of using Position Synchronization?

- A. If you use Position Synchronization, Manager Self Service cannot be used.
- B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

QUESTION 2

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades of the two business units are not per the requirement.

What went wrong in the setup?

- A. All grades are associates with the COMMON set only.
- B. An incorrect grade ladder is attaches to the two business units.
- C. The grade rates of the two business units have been interchanged.
- D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

QUESTION 3

There has been a re-organization requiring all the employees of Department A to be moved to Department

- A. Which option will enable this activity to be addressed in a single request?
- B. Run the Refresh Manager Hierarchy process.
- C. Run the Synchronize Person Records process.
- D. Run the Mass Update process.
- E. Run the Send Pending LDAP Requests process.

Correct Answer: C

QUESTION 4

Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 5

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles. There are assignment records of one or more employees associated with this grade

- A. Define Talent Profile Content > Manage Educational Establishments
- B. Define Talent Profile Content > Manage Content Subscribers
- C. Define Talent Profiles > Manage Profile Types
- D. Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

QUESTION 6

A static approval group named "Trio" comprises three members ?Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

- A. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- B. First Approver -Dia, Second Approver - Susan, Third Approval -Jacob
- C. All three get the notification at the same time.
- D. First Approver -Jacob, Second Approver -Susan, Third Approver -Dia
- E. The approval is routed alphabetically.

Correct Answer: D

QUESTION 7

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

QUESTION 8

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary. Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

QUESTION 9

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field. Which setup meets this requirement?

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

Correct Answer: C

QUESTION 10

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records cease to exist when a person is terminated from an organization.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

QUESTION 11

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A. There are no conditions. The worker generation method can be changed to automatic at any time.
- B. The employment model selected should be one-tier.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.
- D. The employment model selected should be three-tier.
- E. Manual worker-number generation for a legal employer can be selected at any time.

Correct Answer: CE

QUESTION 12

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet his requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action type > Create a new action reason and use it during termination.

E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: C

QUESTION 13

Which three options define Locations?

- A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.
- B. Locations that are created can be represented on a map for easier identification and access.
- C. A location identifies the physical addresses of a workforce structure, such as a department.
- D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

QUESTION 14

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 has a person record with the enterprise so she will continue with the same person number.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee's new person number will be her previous number suffixed by -1.

Correct Answer: A

QUESTION 15

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.

C. The grade and the salary basis are tied to different legislative data groups.

D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

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