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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

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. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. When creating Positions, the grades that are specified for the job become that default grades for the Position.
- C. Department and location can be defined for a Position.
- D. Jobs and Positions are shared by Sets.

Correct Answer: ABC

QUESTION 2

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

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

Correct Answer: A

QUESTION 3

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Actions are seeded and cannot be defined by a user.
- B. Action Reasons are seeded and cannot be defined by a user.
- C. Action Reasons are seeded and can be defined by a user.
- D. Action Types are seeded and cannot be defined by a user.

Correct Answer: BD

QUESTION 4

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 01-Mar-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 Job attribute keywords.
- B. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- 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 failed on 01-Mar-2015 but ran successfully the previous day.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Correct Answer: D

QUESTION 5

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

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

Correct Answer: A

QUESTION 6

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity must comply with regulations and local jurisdictions.
- B. A legal entity can be identified as a legal employer in Human Capital Management.
- C. Legal entities are not responsible for payment of social insurance.
- D. A legal entity may act as a virtual organization.

E. A legal entity can own assets, record sales, pay taxes, and perform transactions.

Correct Answer: ABE

QUESTION 7

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.

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

Correct Answer: C

QUESTION 8

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

QUESTION 9

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Temporary Assignment

B. Temporary Assignment

C. Global Transfer

D. Transfer

Correct Answer: B

QUESTION 10

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added.

Identify the cause of this.

A. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.

B. The HR Representative does not have the appropriate role to add the role.

C. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the data role with Self-requestable check box checked.

Correct Answer: C

QUESTION 11

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

A. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.

B. Update area of expertise, area of interest, contact Information, profile photo, public message, and HR Representative Information.

C. Update home address, area of interest, contact Information, profile photo, public message, and background photo.

D. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

Correct Answer: B

QUESTION 12

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment
- C. 2-tier multiple assignment, 2-tier single assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Correct Answer: C

QUESTION 13

Which statement is correct regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer, and gets hired as an employee?

- A. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- B. During the Hire process, the HR Specialist will receive an error as a worker cannot have two active work relationships with one legal employer at the same time.
- C. The person has only an Employee work relationship with the legal employer.
- D. The person retains the Non-Worker work relationship with the legal employer.

Correct Answer: A

QUESTION 14

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Grade Ladders are used to group grades or grades with steps.
- B. Five types of Grade Ladders are available.
- C. A Grade Ladder can be created with a combination of both grades and grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Correct Answer: ACD

QUESTION 15

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country

B. Location

C. Department

D. Division

E. Geography

F. Facility

Correct Answer: BCD

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