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Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

For which three customer situations should you implement positions? (Choose three.)

- A. For customers with very fluid organization structures.
- B. If a successor is hired typically into a similar role.
- C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 2

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. Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

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

Correct Answer: AD

QUESTION 3

Which feature helps you capture legislative information for grades on the create and edit grade pages?

- A. Descriptive Flexfield
- B. Extensible Flexfields
- C. Key Flexfields
- D. Lookups

Correct Answer: B

QUESTION 4

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?



- A. You cannot modify the constituents of the existing profile options without saving them after creation.
- B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.
- C. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.
- D. You can modify the constituents of the existing profile options, but you must enable them for modification.

Correct Answer: C

QUESTION 5

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

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