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Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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

A. Department

B. Location

C. Division

D. Geography

E. Facility

F. Country

Correct Answer: ABC

QUESTION 3

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

A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

B. 2-tier multiple assignment, 2-tier single assignment

C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment

D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2- tier multiple contracts single assignment

Correct Answer: B

Reference https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12- global-hrwn.htm

QUESTION 4

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is

conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not

yield any results.

Identify two reasons for this behavior. (Choose two.)

A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.

B. The employee is working as a contingent worker in Finance Department.

C. The employee is inactive as of 01-Jan-2015.

D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.

E. The employee is working as an employee in Finance Department.

Correct Answer: CD

QUESTION 5

A client requires that promotion approvals should go to a static set of three users in a sequential manner,

with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

A. While configuring Approval Group List Builder, select "Allow empty groups" as True.

B. All approvers must be present in the system; else, the promotion transaction fails.

C. While configuring Approval Group List Builder, select "Allow empty groups" as False.

D. The default functionality is that if any approver is not present, then the transaction gets auto- approved.

E. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.

Correct Answer: C