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Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

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

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

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

D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

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

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

QUESTION 4

As an implementation consultant, you realize during the Requirement Gathering phase of your project that

some Actions are not required.

How will you make these Actions unavailable for the end user?

A. Delete Actions.

B. Hide Actions.

C. Enter Action End Date.

D. Educate users not to use such Actions.

Correct Answer: B

QUESTION 5

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date. What should you do to achieve the required functionality?

A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.

C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: C