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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

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 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

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 be 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. The HR Representative does not have the appropriate role at add the role.

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

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 Autoprovision check box checked.

Correct Answer: C

QUESTION 4

Your client has a requirement to verify employment eligibility for workers in the United States. The verification process ensures workers meet all the requirements to be able to work for a legal employer within the United States.

How would you configure this requirement using onboarding checklists?

A. Create a task with the type I-9 Verification, the performer is HR representative, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

B. Create a task with the type I-9 Verification, the performer is workers, and an integration is configured between HCM Cloud and the HireRight vendor.

C. Create a task with the type I-9 Verification, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

D. Create a task of configurable form, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/ checklists.html#FAIGH3628071

QUESTION 5

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

A. The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.

B. The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.

C. The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.

D. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Correct Answer: CD