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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

As part of a client\'s configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways cam you associate workers with a specific division? (Choose two.)

A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker\'s assignment, you select the appropriate division through that flexfield segment.

C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.

D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: BC

QUESTION 2

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.

B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.

C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.

D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Correct Answer: D

QUESTION 3

You want to use Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

A. organization, job, division, geographies

B. organization, position, division, geographies

C. organization, position, department, geographies

D. organization, job, department, geographies

E. organization, position, division, establishment

Correct Answer: C

QUESTION 4

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

A. Enterprise HCM Information, Division, and Department

B. Legal Employer, Division, and Business Unit

C. Enterprise HCM Information and Legal Employer

D. Legal Employer, Division, and Country

Correct Answer: A

QUESTION 5

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

A. Create two new actions: hire part-time employee and hire full-time employee.

B. Create two new action types: hire part-time employee and hire full-time employee.

C. Create two new action types and associate them with the existing action, Hire.

D. Create two new action and associate them with the existing action type, Hire an Employee.

E. Create two new actions and new action reasons and associate them with each other.

Correct Answer: D

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