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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

QUESTION 2

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 3

There are two legal employers identified for your current application implementation. The legal employers have identified the worker number-generation method set at enterprise level. However, there is a need to override the worker number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A. There are no conditions. The worker generation method can be changed to automatic at any time.
- B. The employment model selected should be one-tier.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.



- D. The employment model selected should be three-tier.
- E. Manual worker-number generation for a legal employer can be selected at any time.

Correct Answer: CE

QUESTION 4

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause". The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the human resource specialist to hire a person.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Correct Answer: C

QUESTION 5

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global search, the Directory search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

- A. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
- D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Correct Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21b/fawhr/workforcerecords.html#FAWHR2530049>

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