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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

An employee\\'s job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee\\'s previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows. What is causing this?

A. The Person Management page search does not support Job attribute keywords.

B. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

C. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

D. The Person Management page search does not support date-effective keywords.

E. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.

F. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Correct Answer: E

QUESTION 2

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.

What option are available for you to configure within this section?

A. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers

B. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers

C. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers

D. Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/ employment.html#FAIGH423306

QUESTION 3

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a

timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

A. Deny the workflow on behalf of the assigned Approver.

B. Approve the workflow on behalf of the assigned Approver.

C. Push back the workflow to another Approver.

D. Reassign the workflow to another Approver.

Correct Answer: D

QUESTION 4

Which two options are true about Oracle Workforce Predictions? (Choose two.)

A. It predicts team/individual involuntary termination and performance.

B. It predicts team voluntary termination and performance.

C. It predicts individual voluntary termination and performance.

D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

QUESTION 5

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

A. Ensure the owner field is set to employee.

B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.

C. Ensure the owner and performer are both set to employee.

D. Ensure the performer field is set to employee.

Correct Answer: C

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