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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior. (Choose two.)

A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.

B. The employee is working as a contingent worker in Finance Department.

C. The employee is inactive as of 01-Jan-2015.

D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.

E. The employee is working as an employee in Finance Department.

Correct Answer: CD

QUESTION 2

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: AD

Explanation: If the worker you are using to test has a current assignment that is suspended, then you will not be able to add a second assignment while the first is suspended. Additionally, if the employment model is set to single-assignment on either the enterprise level and/or the legal entity level, then you will not be able to add an additional assignment. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/manage- employment-model.htm#FAGHC-GUID-B6D1F6DB-7C3F-4A3E-A64EC719C2E6D9B6 [2] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/globalhuman

QUESTION 3

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: AC

As part of a client\'s configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define- divisions.htm#FAGHC-GUID-E9C6B32B-2F2B-4E6C-B136-C4A4A4F4A4E2

QUESTION 4

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information.

Which two configurations can be done through this task? (Choose two.)

A. the name fields that appear in the Person Details section when you are hiring an employee

B. the appearance of a worker\'s name when it appears in search results

C. what name fields are required when completing the Person Details section when hiring or updating a worker\'s person details D. the way a worker\'s name appears on top of employee-level pages

Correct Answer: CD

As an implementation consultant, you can configure Person Name Format within Workforce Information to determine what name fields are required when completing the Person Details section when hiring or updating a worker\'s person details, as well as the way a worker\'s name appears on top of employee-level pages. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/globalhuman-resources/2022/fahgj/configure- person-name-format.htm#FAGHC-GUID-5A6D2A6A-1B86-4A9AB17D-B890A5E3D3FA

QUESTION 5

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

A. multiple assignments with contracts

B. single assignment with contracts

C. multiple assignments

D. single assignment

E. contract assignment

Correct Answer: B