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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Location
- C. Department
- D. Division
- E. Geography
- F. Facility

Correct Answer: BCD

QUESTION 2

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity must comply with regulations and local jurisdictions.
- B. A legal entity can be identified as a legal employer in Human Capital Management.
- C. Legal entities are not responsible for payment of social insurance.
- D. A legal entity may act as a virtual organization.
- E. A legal entity can own assets, record sales, pay taxes, and perform transactions.

Correct Answer: ABE

QUESTION 3

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Time Sheet
- B. Absences
- C. Standard Working Hours
- D. Calendar Events
- E. Contract Data

Correct Answer: BCD



QUESTION 4

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Temporary Assignment
- B. Temporary Assignment
- C. Global Transfer
- D. Transfer

Correct Answer: B

QUESTION 5

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They contain relationships and properties as part the profile type.
- C. They do not contain relationships or properties until you add them to the profile type.
- D. They do not contain relationships but contain properties as part the profile type.

Correct Answer: C

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