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QUESTION 1

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

A. Because the national identifier has changed, the system cannot identify the matching record.

B. The application cannot identify the matching record and there will be two person records available for further processing.

C. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.

D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: C

QUESTION 2

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: A

QUESTION 3

You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015. to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

A. June 12, 2015

B. January 1, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: A

QUESTION 4

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

A. Legal Employer

B. Enterprise

C. Division

D. Job Family

E. Payroll Statutory Unit

F. Business Unit

G. Sub-Division

Correct Answer: AF

QUESTION 5

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in the Directory, but not able to view a single worker on the Person Management page.

Which two are reasons you are NOT able to view a single worker on the Person Management page? (Choose two.)

A. The Refresh Manager Hierarchy process is not run in the instance.

B. The Person Profile is not created for any of the employees in the new instance.

C. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role does not allow the person access to data.

D. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

E. The seeded HR Specialist role does not have access to hire the worker in the instance.

Correct Answer: CE