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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added.

Identify the cause of this.

A. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.

B. The HR Representative does not have the appropriate role to add the role.

C. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the data role with Self-requestable check box checked.

Correct Answer: C

QUESTION 2

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

A. Contract Worker

B. Contingent Worker

C. Employee

D. Non-Worker

E. Pending Worker

F. Person of Interest

Correct Answer: BCDE

QUESTION 3

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

A. Create a new content item, create a new content type, link the content item to the person profile.

B. Create a new content type, create content items for that type, link the content type to the model profile.

C. Create a new content type, create content items for that type, link the content type to the person profile.

D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B

QUESTION 4

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructing. The client wants to you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do meet this requirement of the client?

A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.

B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.

C. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

D. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

Correct Answer: A

QUESTION 5

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. The BPM task NewPersonEmploymentApproval is not set up properly.

C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B