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Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

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.

- A. Contract Worker
- B. Person of Interest
- C. Non-Worker
- D. Employee
- E. Contingent Worker
- F. Pending Worker

Correct Answer: CDEF

QUESTION 2

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action type > Create a new action reason and use it during termination.
- E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: C

QUESTION 3

As a human resource executive, you create a new location in the system. After several days, while creating an employee record in the system, you are unable to see this location in the list of values for Location on the Assignment tab. Identify

two reasons for this.

(Choose two.)

- A. Effective Start Date of the location was not given when the location was created.
- B. The created location has been end-dated.



- C. The location was not associated with any set.
- D. The location was made inactive

Correct Answer: CD

QUESTION 4

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must set geography validation for the specific address style for a country.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must map geography to reporting establishments for reporting purposes.

Correct Answer: BCD

QUESTION 5

As an implementation consultant, you are in the process of building the Enterprise Structure. At the minimum, what are the three options you should be aware of while defining a Business Unit in the application? (Choose three.)

- A. A Business unit can process transactions on behalf of many legal entities.
- B. A Business Unit performs one or many business functions that can be rolled up in a management hierarchy.
- C. A Business Unit performs one or many business functions like Payables invoicing, Payables payments, Procurement, Sales, Marketing etc.
- D. A Business unit can process transactions on behalf of many or a single legal entity depending on how the ESC option is set.

Correct Answer: ABC

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