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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

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

A. PER_ENFORCE_VALID_GRADES is set to Yes at site level

B. GRADE_PAY_RATE_TYPE is set to No at site level

C. PER_ENFORCE_VALID_GRADES is set to No at site level.

D. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level

E. PER DEFAULT GRADE FROM JOB POSITION is set to No at site level.

Correct Answer: C

QUESTION 3

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

A. Create a free-form content type without a content item.

B. Create free-form content type and a new content item.

C. Create a new content type but a seeded content item.

D. Use a seeded content type and a new content item.

E. Create a new content type and content item.

Correct Answer: A

QUESTION 4

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

A. Specify a Subscriber Code for the content type.

B. Do nothing. After the content type is created, it is available for use in all applications.

C. Make sure it is a non-free-form content type.

D. Make sure it is a free-form content type.

Correct Answer: A

QUESTION 5

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago. Identify the correct statement about the person number for the employee.

A. The employee\\'s new person number will be her previous number suffixed by -1.

B. The employee has a person record with the enterprise so she will continue with the same person number.

C. The employee continues with her old person number if global sequence is used for person number.

D. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.

Correct Answer: B

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