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QUESTION 1

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior (Choose two)

A. The employee is working as an employee in Finance Department.

B. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment

C. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.

D. The employee is working as a contingent worker in Finance Department.

E. The employee is inactive as of 01-Jan-2015.

Correct Answer: CE

QUESTION 2

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

A. Country

B. Facility

C. Department

D. Geography

E. Division

F. Location

Correct Answer: CEF

QUESTION 3

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

A. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder

B. While configuring Approval Group List Builder, select "Allow empty groups" as False.

C. While configuring Approval Group List Builder, select "Allow empty groups" as True.

D. All approvers must be present in the system, else, the promotion transaction fails.

E. The default functionality is that if any approver is not present, then the transaction gets auto-approved.

Correct Answer: B

QUESTION 4

Which three options define Locations? (Choose three.)

A. Location information is entered only once. Subsequently, when setting up workforce structures the locations are selected from a list.

B. Locations that are created can be represented as a tree and can be used in the security profile.

C. Locations that are created can be represented on a map for easier identification and access.

D. A location identifies the physical addresses of a workforce structure, such as a department.

Correct Answer: ACD

QUESTION 5

An organization wants to include a security profile in an HCM data role and then provision the data role to a user. Identify the option which lists the HCM object types for which the security profiles can be created.

A. Person, Organization, Position. Legislative Data Group, Location. Grade. Document Type, Payroll. Payroll Flow

B. Person, Organization, Position. Legislative Data Group, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process

C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process

D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Correct Answer: C

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