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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

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

A. 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.

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

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

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

E. 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.

Correct Answer: AD

QUESTION 2

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

A. Person Number at the Enterprise Level is set to Manual.

B. Person Number at the Enterprise Level is set to Automatic before submission.

C. Person Number at the Enterprise Level is set to Automatic after final save.

D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

QUESTION 3

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.

Which is the option a Human Resource representative should exercise to re-instate the manager\'s records in the source legal employer?

A. Create another assignment with the return date as the effective date.

B. Entering the return will automatically re-instate the record on the return date.

C. Deploy a Descriptive Flexfiled to capture the return date. Update this segment with the actual return date to reinstate the record.

D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is

terminated and the assignment\\'s in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

QUESTION 4

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior?

A. The second level approver might have approved the request.

B. The second level approver might have rejected the request.

C. The second level approver might have reassigned the request.

D. The second level approver might have executed a pushback on the request.

E. The second level approver might have opted for an adhoc route.

Correct Answer: CDE

QUESTION 5

Which three options define Locations?

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

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

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

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

Correct Answer: ABC