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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Correct Answer: BD

QUESTION 2

When predefined Job role must be assigned to a user for the user to be able to view and modify alerts in Alert Composer?

- A. Application Supplementation Consultant
- B. Human Capital Management Integration Specialist
- C. BPM Administrator
- D. IT Auditor

Correct Answer: B

Reference: <https://iavinash.com/learn-alert-composer-step-by-step-with-example/>

QUESTION 3

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

- A. Department
- B. Location
- C. Division
- D. Geography
- E. Facility



F. Country

Correct Answer: ABC

QUESTION 4

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

- A. Create two new actions: hire part-time employee and hire full-time employee.
- B. Create two new action types: hire part-time employee and hire full-time employee.
- C. Create two new action types and associate them with the existing action, Hire.
- D. Create two new action and associate them with the existing action type, Hire an Employee.
- E. Create two new actions and new action reasons and associate them with each other.

Correct Answer: D

QUESTION 5

There are two legal employers identified for your current application implementation. The legal employers have identified the worker number-generation method set at enterprise level. However, there is a need to override the worker number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A. There are no conditions. The worker generation method can be changed to automatic at any time.
- B. The employment model selected should be one-tier.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.
- D. The employment model selected should be three-tier.
- E. Manual worker-number generation for a legal employer can be selected at any time.

Correct Answer: CE

QUESTION 6

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 be 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. The HR Representative does not have the appropriate role at add the role.
- B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.
- 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 Autoprovision check box checked.

Correct Answer: C

QUESTION 7

Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 8

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways can you associate workers with a specific division? (Choose two.)

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.
- D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: BC

QUESTION 9



Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

QUESTION 10

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person has both Non-Worker and Employee work relationship with the legal employer.

Correct Answer: D

QUESTION 11

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Enter Action End Date.
- C. Delete Actions.
- D. Educate users not to use such Actions.

Correct Answer: B

QUESTION 12



Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: B

QUESTION 13

Given the customer requirement:

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

- A. Enforce Valid Grades (Y/N) is set to Y in the profile options
- B. Default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. Default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. Enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

QUESTION 14

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 15

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift.

What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task.
- C. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344192AN2D261.htm

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