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QUESTION 1

Which employment model options are available for newly provisioned HCM Cloud environments?

A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment

B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

C. 2-tier multiple assignment, 2-tier single assignment

D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Correct Answer: C

QUESTION 2

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker\\'s information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

A. The employee already has multiple assignments within that legal employer.

B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.

C. The employee has no active work relationships.

D. The employee has a suspended assignment.

Correct Answer: D

QUESTION 3

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

A. multiple assignments

B. contract assignment

C. single assignment

D. single assignment with contracts

E. multiple assignments with contracts

Correct Answer: D

QUESTION 4

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 after final save.

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

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

Correct Answer: B

QUESTION 5

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 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. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.

B. The HR Representative does not have the appropriate role to add the role.

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 Self-requestable check box checked.

Correct Answer: C

QUESTION 6

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.

B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.

C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal

employer.

D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single

assignment after implementation.

Correct Answer: C

QUESTION 7

There has been a re-organization requiring all the employees of Department A to be moved to Department

B. Which option will enable this activity to be addressed in a single request?

A. Run the Mass Update process.

B. Run the Send Pending LDAP Requests process.

C. Run the Synchronize Person Records process.

D. Run the Refresh Manager Hierarchy process.

Correct Answer: A

QUESTION 8

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

What are three possible reasons for the system error? (Choose three.)

A. There are assignment records of one or more employees associated with this grade.

B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

C. The grade has grade rates defined.

D. The grade is linked to a grade ladder.

E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

QUESTION 9

A worker in an organization will be holding a new position because the worker holding the position has

gone on maternity leave. When the second worker is back from maternity leave, the former will be moved

back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

A. Global Temporary Assignment

B. Temporary Assignment

C. Global Transfer

D. Transfer

Correct Answer: B

QUESTION 10

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? (Choose three.)

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

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

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

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

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

Correct Answer: ABE

QUESTION 11

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.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

A. Contract Worker

B. Contingent Worker

C. Employee

D. Non-Worker

E. Pending Worker

F. Person of Interest

Correct Answer: BCDE

QUESTION 12

Your customer wants to know how many employees are leaving the organization on their own.

What is the correct sequence of steps that you need to perform to meet this requirement?

A. Create a new action type > Create a new action reason and use it during termination.

B. Create a new action reason and associate it with the available action type. Use it during termination.

C. Create a new action type > Create a new action > Create a new action reason and use it during termination.

D. Create a new action > Create a new 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: B

QUESTION 13

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

Which two are reasons you are NOT able to view a single worker on the Person Management page? (Choose two.)

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

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

C. 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.

D. 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.

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

Correct Answer: CE

QUESTION 14

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retries from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

B. Action Type was not defined for the checklist.

C. Action Reasons were not defined in the checklist.

D. The Action associated with the checklist does not match the Action selected during the termination process.

Correct Answer: A

QUESTION 15

A static approval group named "Trio" comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

A. All three get the notification at the same time.

B. System decides the approval route by randomly selecting approvers who are a part of the approval group.

C. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia

D. First Approver - Dia, Second Approver - Susan, Third Approver - Jacob

E. The approval is routed alphabetically.

Correct Answer: C

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