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Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

A. The saved transaction was rejected by the approval authority.

B. An identical transaction that was initiated for the person by another user was applied to the database.

C. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

D. The saved transaction was withdrawn by HR.

Correct Answer: B

QUESTION 2

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 3

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, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

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

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

Correct Answer: D

QUESTION 4

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a

timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

A. Deny the workflow on behalf of the assigned Approver.

B. Approve the workflow on behalf of the assigned Approver.

C. Push back the workflow to another Approver.

D. Reassign the workflow to another Approver.

Correct Answer: D

QUESTION 5

As an implementation consultant, you are required to set some approvals under Manage Employment

tasks as Auto Approve.

Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose

two.)

A. Enter APPROVE in the Auto Action field.

B. Set up dynamic approval rule.

C. Enter AUTO APPROVE in the Auto Action field.

D. Set Auto Action Enabled to True.

E. Select Number of Levels as 0.

Correct Answer: AD

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