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Oracle Global Human Resources Cloud 2020 Implementation
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QUESTION 1

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

A. Extend Temporary Assignment

B. End Assignment

C. Extend Probation Period

D. Suspend Assignment

E. Add Work Relationship

Correct Answer: ABD

https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global- hr-nfs.htm

QUESTION 2

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and

full-time hiring.

What is the correct action to take in order to meet this requirement?

A. Create two new actions and associate them with the existing action type, Hire an Employee.

B. Create two new actions: hire part-time employee and hire full-time employee.

C. Create two new actions and new action reasons and associate them with each other.

D. Create two new action types: hire part-time employee and hire full-time employee.

E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION 3

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field. Which setup meets this requirement?

A. Descriptive flex fields must be defined to hold Progression Job Information.

B. Benchmark all the jobs in the system.

C. Progression Job Information must be defined during job creation.

D. Job Evaluation criteria must be set up during job creation.

E. Create an appropriate job set.

Correct Answer: C

QUESTION 4

As an employee within an organization you access your Public Information/Spotlight page within the

Directory.

What updates are you allowed to directly make on this page that all users with access to your Public

Spotlight will be able to view?

A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.

B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.

D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

QUESTION 5

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

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

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

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

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

Correct Answer: B

Reference https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12- global-hrwn.htm

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