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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence.

How can he accomplish this task?

A. A system administrator always has to reassign the approval notification to the supervisor in the line manager\'s absence.

B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

C. He has to configure new approval routing policies.

D. A Vacation rule can be set under the Preferences section of worklist notification\'s Human Capital Management server.

Correct Answer: D

QUESTION 2

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.

What option are available for you to configure within this section?

A. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers

B. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers

C. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers

D. Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/ employment.html#FAIGH423306

QUESTION 3

Which three options are true about the Global Person model? (Choose three.)

A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person\'s work relationships are terminated.

B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.

C. Person records cease to exist when a person is terminated from an organization.

D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.

E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

QUESTION 4

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

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

B. Run the Refresh Manager Hierarchy process.

C. Run the Synchronize Person Records process.

D. Run the Mass Update process.

E. Run the Send Pending LDAP Requests process.

Correct Answer: C

QUESTION 5

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step Business Process Management (BPM) Worklist should you perform to meet this requirement?

A. Select Allow All Participants To Route Task To Other Participants.

B. Deselect Allow Participants To Edit Future Participants.

C. Change the value of Complete task Immediately When Participant Chooses to Approve.

D. Select Allow Participants To Edit Future Participants.

E. Change the Task Aggregation configuration to Once Per Task.

Correct Answer: CDE