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QUESTION 1

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 with contracts
- B. single assignment with contracts
- C. multiple assignments
- D. single assignment
- E. contract assignment

Correct Answer: B

QUESTION 2

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Correct Answer: C

When searching for an employee's schedule in HCM Cloud, the application will search in the following order: Published schedules, Primary work schedule, Employment work week, Standard working hours. This order is based on the level of specificity, with the most specific option (Published schedules) being searched first. If the employee does not have a Published schedule, then the Primary work schedule will be searched, followed by the Employment work week, and finally the Standard working hours.

QUESTION 3

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade. What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.



D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 4

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 5

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

- A. educational establishment
- B. rating model
- C. content subscriber
- D. instance qualifier
- E. content library

Correct Answer: D

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