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QUESTION 1

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift.

What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task.
- C. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E15586_01/fusionapps.11111/e20379/F344192AN2D261.htm

QUESTION 2

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 3

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

**QUESTION 4**

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to No at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Correct Answer: C

QUESTION 5

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. 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.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. 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.

Correct Answer: AD

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