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QUESTION 1

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

A. The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.

B. The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.

C. The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.

D. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Correct Answer: AD

Explanation: If the worker you are using to test has a current assignment that is suspended, then you will not be able to add a second assignment while the first is suspended. Additionally, if the employment model is set to single-assignment on either the enterprise level and/or the legal entity level, then you will not be able to add an additional assignment. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/manage- employment-model.htm#FAGHC-GUID-B6D1F6DB-7C3F-4A3E-A64EC719C2E6D9B6 [2] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/globalhuman

QUESTION 2

A static approval group named "Trio" comprises three members ?Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

A. System decides the approval route by randomly selecting approvers who are a part of the approval group.

B. First Approver ?Dia, Second Approver ?Susan, Third Approval ?Jacob

C. All three get the notification at the same time.

D. First Approver ?Jacob, Second Approver ?Susan, Third Approver ?Dia

E. The approval is routed alphabetically.

Correct Answer: D

QUESTION 3

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

A. Calendar Events

B. Absences

C. Standard Working Hours

D. Time Sheet

E. Contract Data

Correct Answer: ABC

QUESTION 4

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You cannot modify the constituents of the existing profile options without saving them after creation.

B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.

C. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.

D. You can modify the constituents of the existing profile options, but you must enable them for modification.

Correct Answer: C

QUESTION 5

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will you make these Actions unavailable for the end user?

A. Delete Actions.

B. Hide Actions.

C. Enter Action End Date.

D. Educate users not to use such Actions.

Correct Answer: C

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