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Oracle Global Human Resources Cloud 2022 Implementation
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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

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ABC

QUESTION 3

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected



a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

If the grade rate and the salary basis are not both linked to the same legislative data group, then the compa-ratio information will not display. This is because the compa-ratio is calculated by comparing the employee's salary to the minimum and maximum salary for the grade and legislative data group. If the grade and salary basis are not both linked to the same legislative data group, then the compa-ratio cannot be calculated.

QUESTION 4

When predefined Job role must be assigned to a user for the user to be able to view and modify alerts in Alert Composer?

- A. Application Supplementation Consultant
- B. Human Capital Management Integration Specialist
- C. BPM Administrator
- D. IT Auditor

Correct Answer: C

The predefined Job role that must be assigned to a user in order for the user to be able to view and modify alerts in Alert Composer is BPM Administrator. This job role is part of the Application Administrator job family, and it gives the user access to the Alert Composer application and the ability to view, create, modify, and delete alerts. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/alert-composer.htm#FAGHC-GUID-2F2BBF7E-15FB4D8F-B9B4-7A4A4BECBE7F>

QUESTION 5

Which two options are true about Oracle Workforce Predictions? (Choose two.)

- A. It predicts team/individual involuntary termination and performance.
- B. It predicts team voluntary termination and performance.
- C. It predicts individual voluntary termination and performance.
- D. Contingent Worker and Nonworker work relationships are included.



Correct Answer: BC

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