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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

C. The line manager search is based on the public person security access.

D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 2

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

B. work day information, user account generation, employment model, position synchronization configuration, worker number generation

C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: C

Explanation: On the Manage Legal Employer information task, you can override the work day information, the person number generation method, the employment model, the position synchronization configuration, and the worker number generation. These values were configured on the Enterprise HCM Information task and will be used by the Manage Legal Employer information task to create the legal employer records.

QUESTION 3

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 4

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/applications-common/r13- update17d/faihm/humancapital-management-cloud-integrating-with-oracle-hcm-cloud.pdf (26)

QUESTION 5

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