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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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**QUESTION 1**

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types?

- A. Every Action type can have multiple actions within it.
- B. An Action type cannot be associated with user-defined actions.
- C. Additional Action types can be created.
- D. Action types are seeded.
- E. If Termination is an action, Normal Termination is an action type.

Correct Answer: AD

QUESTION 2

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar years?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: B

QUESTION 3

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a new content type and content item.
- B. Create a free-form content type and a new content item.



- C. Create a new content type but a seeded content item.
- D. Create a free-form content type without a content item.
- E. Use a seeded content type and a new content item.

Correct Answer: D

QUESTION 4

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee has a person record with the enterprise so she will continue with the same person number.

Correct Answer: D

QUESTION 5

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- C. The tool creates a structure of divisions, legal entities, business units and departments.
- D. The tool creates a structure of divisions that may then be manipulated by the administrator.
- E. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes and then load/rollback the final configuration.

Correct Answer: ABE

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