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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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**QUESTION 1**

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Temporary Assignment
- B. Temporary Assignment
- C. Global Transfer
- D. Transfer

Correct Answer: B

QUESTION 2

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments
- B. contract assignment
- C. single assignment
- D. single assignment with contracts
- E. multiple assignments with contracts

Correct Answer: D

QUESTION 3

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

QUESTION 4

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION 5

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: A

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