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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

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

A. The second level approver might have reassigned the request.

B. The second level approver might have opted for an adhoc route.

C. The second level approver might have approved the request.

D. The second level approver might have rejected the request.

E. The second level approver might have executed a pushback on the request.

Correct Answer: ABE

QUESTION 3

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically"

Identify the option that relates to this intended behavior.

A. Person Number at the Enterprise Level is set to Manual.

B. Person Number at the Enterprise Level is set to Automatic after final save.

C. Worker Number at the Enterprise Level is set to Manual.

D. Person Number at the Enterprise Level is set to Automatic before submission.

Correct Answer: B

QUESTION 4

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

A. Jobs are shared by Sets and Positions are assigned to Business Units.

B. When creating Positions, the grades that are specified for the job become that default grades for the Position.

C. Department and location can be defined for a Position.

D. Jobs and Positions are shared by Sets.

Correct Answer: ABC

QUESTION 5

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

A. The Update Person Keyword Search process must be run before hiring a person.

B. The BPM task NewPersonEmploymentApproval is not set up properly.

C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B