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Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve.

Which two items need to be specified while defining the BPM Worklist Rule for auto- approval? (Choose two.)

- A. Enter APPROVE in the Auto Action field.
- B. Enter AUTO APPROVE in the Auto Action field.
- C. Set up dynamic approval rule.
- D. Set Auto Action Enabled to True.
- E. Select Number of Levels as 0.

Correct Answer: AD

QUESTION 2

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person has both Non-Worker and Employee work relationships with the legal employer.

Correct Answer: D

QUESTION 3

Your customer wants the Activities and Interests card to be available to all workers in the organization so that they can key in their information before performance appraisals.

Which option will help the administrator to enable worker control on the Activities and Interests card?

- A. Edit Public Settings > Activities and Interests, and then select Everyone under Default Visibility.
- B. Edit Public Settings > Activities and Interests, and then select Assign User Control
- C. Edit Public Settings > Activities and Interests, and then select My Managers under Default Visibility.
- D. Edit Public Settings > Activities and Interests, and then select Default Card



E. Edit Public Settings > Activities and Interests, and then select Allow User Control

F. Edit Public Settings > Activities and Interests, and then select Display.

Correct Answer: A

QUESTION 4

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles

A. Define Talent Profile Content > Manage Educational Establishments

B. Define Talent Profile Content > Manage Profile Content Items

C. Define Talent Profile Content > Manage Content Subscribers

D. Define Talent Profiles > Manage Profile Types

Correct Answer: A

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. Contract Data

B. Time Sheet

C. Absences

D. Standard Working Hours

E. Calendar Events

Correct Answer: CDE

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