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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

An employee\\'s job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01- Mar-2015, the HR specialist wants to view this employee\\'s previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

A. The Person Management page search does not support Job attribute keywords.

B. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

C. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

D. The Person Management page search does not support date-effective keywords.

E. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.

F. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Correct Answer: E

QUESTION 2

Which two statements are true about Action and Action Reasons?

A. There is always a one-to-one relationship between Action Type and Action.

B. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

QUESTION 3

Identify the three delivered free-form content types of Profile Management.

A. Career Preferences

B. Potential

C. Accomplishments

D. Honors and Awards

E. Languages

Correct Answer: CDE

QUESTION 4

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work

relationship is not terminated.

B. A new work relationship in the destination legal employer is not created automatically.

C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive ?Payroll Eligible by default.

D. A new worker relationship in the destination legal employer is created automatically.

E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/ FAWHR1662739.htm#FAWHR1662739

QUESTION 5

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. Identify the correct statement about the person number for the employee.

A. The employee has a person record with the enterprise so she will continue with the same person number.

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\\'s new person number will be her previous number suffixed by -1.

Correct Answer: A

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