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**QUESTION 1**

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 2

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

QUESTION 3

What are three advantages of using Position Synchronization?

- A. If you use Position Synchronization, Manager Self Service cannot be used.
- B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

QUESTION 4



There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct?

- A. There are no conditions. The worker generation method can be changed to automatic at any time.
- B. The employment model selected should be one-tier.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.
- D. The employment model selected should be three-tier.
- E. Manual worker-number generation for a legal employer can be selected at any time.

Correct Answer: CE

QUESTION 5

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

- A. educational establishment
- B. rating model
- C. content subscriber
- D. instance qualifier
- E. content library

Correct Answer: D

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