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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

A. A system administrator always has to reassign the approval notification to the supervisor in the line manager\\'s absence.

B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

C. He has to configure new approval routing policies.

D. A Vacation rule can be set under the Preferences section of worklist notification\\'s Human Capital Management server.

Correct Answer: D

QUESTION 2

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 3

An organization wants to include a security profile in an HCM data role and then provision the data role to a user.

Identify the option which lists the HCM object types for which the security profiles can be created.

A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow

B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

D. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

Correct Answer: D

QUESTION 4

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.

B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.

C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.

D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Correct Answer: D

QUESTION 5

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?

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

B. Jobs and Positions are shared by Sets.

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

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

Correct Answer: ACD

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