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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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**QUESTION 1**

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

This can be achieved only if _____.

- A. enforce Valid Grades (Y/N) is set to Y in the profile options
- B. default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

QUESTION 2

Which two options can be directly mapped to the employee record during hiring?

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Correct Answer: BD

QUESTION 3

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

- A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.



C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: A

Reference: <https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/humancapital-management-cloud-integrating-with-oracle-hcm-cloud.pdf> (26)

QUESTION 4

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?

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

Correct Answer: AD

QUESTION 5

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