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Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

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 relationship with the legal employer.

Correct Answer: D

QUESTION 2

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison. What should you do to meet this requirement of the client?

A. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.

C. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.

D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Correct Answer: C

QUESTION 3

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and Indi

A. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India fails under the Contingent Worker category. How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

B. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)

C. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)

D. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs

E. five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

QUESTION 4

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity may act as a virtual organization.

B. A legal entity must comply with regulations and local jurisdictions.

C. A legal entity can be identified as a legal employer in Human Capital Management.

D. A legal entity can own assets, record sales, pay taxes, and perform transactions.

E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

QUESTION 5

You are a Global Resources Implementation consultant and your client wants to track external training

within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and

Qualifications page?

A. Create a new content item, create a new content type, link the content item to the person profile.

B. Create a new content type, create content items for that type, link the content type to the model profile.

C. Create a new content type, create content items for that type, link the content type to the person profile.

D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B

QUESTION 6

Which three are correct locations from where Line Managers can access the Add Assignment guided process?

A. Person Management work area in My Workforce

B. Smart Navigation

C. Actions Menu in About Me work area

D. Actions Menu in My Team work area

E. Quick Actions

Correct Answer: ADE

https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-2018-global- hr-wn.htm

QUESTION 7

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports. As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.

C. Income tax jurisdiction needs to be created to report income tax to the legal authority.

D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.

E. Legal authorities are defined in Enterprise Structure Configurator.

Correct Answer: ACE

QUESTION 8

As an implementation consultant, you are in the process of setting up geographies in the application.

Which three statements are true about defining geographies? (Choose three.)

A. It is mandatory to define geography validations before geography hierarchy can be defined.

B. You must map geography to reporting establishments for reporting purposes.

C. Geography type can either be defined by a user or can be geopolitical.

D. You must identify the top-level of geography as Country and define a geography type.

E. You must set geography validation for the specific address style for a country.

Correct Answer: CDE

QUESTION 9

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes. Which transfer method should be used for the first movement of the said worker?

A. Global Transfer

B. Transfer

C. Temporary Assignment

D. Global Temporary Assignment

Correct Answer: C

QUESTION 10

Which three statements are true about Person Number?

A. The Person Number Generation Method cannot be changed once a person has been entered.

B. Initial Person Number cannot be provided at enterprise level.

C. The Person Number Generation method can be changed any time.

D. Initial Person Number can be provided at enterprise level.

E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 11

As an implementation consultant, you realize during the Requirement Gathering phase of your project that

some Actions are not required.

How will you make these Actions unavailable for the end user?

A. Delete Actions.

B. Hide Actions.

C. Enter Action End Date.

D. Educate users not to use such Actions.

Correct Answer: B

QUESTION 12

An employee accesses their Personal Information work area and wants to create his personal payment method. On navigating to the link, the employee sees that the `Create\\' icon is disabled and is unable to create their personal payment method. The employee raises a service request to troubleshoot this issue. What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two.)

A. The employee does not have a valid payment method.

B. The employee does not have a payroll relationship associated.

C. The Payroll Definition does not have a Valid Payment Method assigned.

D. The elements are not defined.

Correct Answer: BC

QUESTION 13

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 14

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

A. The saved transaction was rejected by the approval authority.

B. An identical transaction that was initiated for the person by another user was applied to the database.

C. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

D. The saved transaction was withdrawn by HR.

Correct Answer: B

QUESTION 15

Which employment model options are available for newly provisioned HCM Cloud environments?

A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

B. 2-tier multiple assignment, 2-tier single assignment

C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment

D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2- tier multiple contracts single assignment

Correct Answer: B

Reference https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12- global-hrwn.htm