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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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**QUESTION 1**

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 2

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

Which two options are correct? (Choose two.)

- 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 3

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Validity
- C. Checklist Completion



D. Task Library

Correct Answer: C

QUESTION 4

An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago. She will start her employment at France office next month.

Which statement is correct about the Person Number and Assignment Number for this employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.
- C. The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.
- D. The employee has a person record with the enterprise so she will continue with the same person number but get a new assignment number within her new work relationship with the France Legal Employer.

Correct Answer: B

QUESTION 5

Which two statements are true about Action and Action Reasons? (Choose two.)

- 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 6

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

- A. Create an additional lookup with the value Hire Part-Time Employee.
- B. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- C. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.



D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

Correct Answer: B

QUESTION 7

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.

What option are available for you to configure within this section?

- A. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers
- B. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers
- C. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers
- D. Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/employment.html#FAIGH423306>

QUESTION 8

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- B. Action Reasons were not defined in the checklist.
- C. The Action associated with the checklist does not match the Action selected during the termination process.
- D. Action Type was not defined for the checklist.

Correct Answer: A

QUESTION 9

Your customer requires that the person number should not be generated if a request for new hire is not



approved by the approver.

Which method should be used?

- A. Automatic Upon Final Save
- B. Automatic Upon Final Submission
- C. Automatic Prior to Final Save
- D. Automatic Prior to Submission

Correct Answer: A

QUESTION 10

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 11

For which three customer situations should you implement positions? (Choose three.)

- A. For customers with very fluid organization structures.
- B. If a successor is hired typically into a similar role.
- C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 12

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?



- A. Create a free-form content type and a new content item.
- B. Create a new content type and content item.
- C. Use a seeded content type and a new content item.
- D. Create a new content type but a seeded content item.
- E. Create a free-form content type without a content item.

Correct Answer: E

QUESTION 13

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types.

Which two statements are true about actions? (Choose two.)

- A. Only one action can be associated with an action type.
- B. Actions can be accessed via Smart Navigator, and available actions are based on the security access.
- C. An action must always have an action reason associated.
- D. User-defined actions can be created and linked to predefined action types.
- E. Actions are not a mandatory work structure.

Correct Answer: BD

QUESTION 14

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar events?

- A. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- B. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: D



QUESTION 15

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

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