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QUESTION 1

A static approval group named "Trio" comprises three members ?Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

A. System decides the approval route by randomly selecting approvers who are a part of the approval group.

B. First Approver ?Dia, Second Approver ?Susan, Third Approval ?Jacob

C. All three get the notification at the same time.

D. First Approver ?Jacob, Second Approver ?Susan, Third Approver ?Dia

E. The approval is routed alphabetically.

Correct Answer: D

QUESTION 2

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

A. Create a new action > Create a new reason and use it during termination.

B. Create a new action type > Create a new action > Create a new action reason and use it during termination.

C. Create a new action reason and associate it with the available action type. Use it during termination.

D. Create a new action type > Create a new action reason and use it during termination.

E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: C

QUESTION 3

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

A. HR does not have access to other departments where employees are "PhD".

B. HR has access to Oracle Global Human Resources Cloud department.

C. PhD is a sensitive keyword and is used elsewhere in the person\\'s information.

D. Areas of expertise is public information.

E. HR does not have access to the "Experience and Qualification" card.

Correct Answer: D

QUESTION 4

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.

Identify two correct statements 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 5

There has been a re-organization requiring all the employees of Department A to be moved to Department

B. Which option will enable this activity to be addressed in a single request?

A. Run the Refresh Manager Hierarchy process.

B. Run the Synchronize Person Records process.

C. Run the Mass Update process.

D. Run the Send Pending LDAP Requests process.

Correct Answer: C

QUESTION 6

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: B

QUESTION 7

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

B. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

C. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Correct Answer: D

Explanation: To enable the action of Legal Employer Transfer on the employment record, you need to create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer. This action type is used for the action of Legal Employer Transfer, and is different than the Global Transfer action type. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/ en/cloud/saas/global-human-resources/2022/fahgj/manage-action- types.htm#FAGHC-GUID-C801E2F28F0A-4BFC-9A9C-F9A8B1F7A71E [2] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/ cloud/saas/global-human-resources/2022/fahgj/manage-actions.htm#FAGHC-GUID-E8FCBD3C-3F6443E7-A5C8

QUESTION 8

You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

A. January 1, 2015

B. June 12, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: B

QUESTION 9

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

A. Additional Action types can be created.

B. An Action type cannot be associated with user-defined actions.

C. Action types are seeded.

D. Every Action type can have multiple actions within it.

E. If Termination is an action, Normal Termination is an action type.

Correct Answer: CD

QUESTION 10

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

A. The HR Representative does not have the appropriate role at add the role.

B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.

C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the Data role with Autoprovision check box checked.

Correct Answer: C

QUESTION 11

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 12

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

A. Calendar Events

B. Absences

C. Standard Working Hours

D. Time Sheet

E. Contract Data

Correct Answer: ABC

QUESTION 13

As part of a client\'s configuration requirements, they have indicated that they want to create divisions by

Line of Business within HCM Cloud.

After creating them in which two ways cam you associate workers with a specific division? (Choose two.)

A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker\'s assignment, you select the appropriate division through that flexfield segment.

C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.

D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: AC

As part of a client\'s configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define- divisions.htm#FAGHC-GUID-E9C6B32B-2F2B-4E6C-B136-C4A4A4F4A4E2

QUESTION 14

A client\'s organization employs disabled individuals. All these individuals are registered with an external organization

that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.

B. Define a tax reporting unit for the group of employees with disabilities.

C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.

D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Correct Answer: A

QUESTION 15

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

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