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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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**QUESTION 1**

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, job, division, geographies
- B. organization, job, department, geographies
- C. organization, position, division, geographies
- D. organization, position, division, establishment
- E. organization, position, department, geographies

Correct Answer: E

QUESTION 2

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- C. The tool creates a structure of divisions, legal entities, business units and departments.
- D. The tool creates a structure of divisions that may then be manipulated by the administrator.
- E. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes and then load/rollback the final configuration.

Correct Answer: ABE

QUESTION 3

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

- A. Because the national identifier has changed, the system cannot identify the matching record.
- B. The application cannot identify the matching record and there will be two person records available for further processing.
- C. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.



D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: C

QUESTION 4

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments
- B. contract assignment
- C. single assignment
- D. single assignment with contracts
- E. multiple assignments with contracts

Correct Answer: D

QUESTION 5

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

QUESTION 6

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Location
- C. Department
- D. Division



E. Geography

F. Facility

Correct Answer: BCD

QUESTION 7

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 must comply with regulations and local jurisdictions.
- B. A legal entity can be identified as a legal employer in Human Capital Management.
- C. Legal entities are not responsible for payment of social insurance.
- D. A legal entity may act as a virtual organization.
- E. A legal entity can own assets, record sales, pay taxes, and perform transactions.

Correct Answer: ABE

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. You must identify the top-level of geography as Country and define a geography type.
- B. You can only modify all levels of the geography structure before you load geography hierarchy.
- C. You must map geography to reporting establishments for reporting purposes.
- D. It is mandatory to define geography validations before geography hierarchy can be defined.
- E. You must set geography validation for the specific address style for a country.

Correct Answer: ABE

QUESTION 9

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Legal Employer
- B. Enterprise
- C. Division



D. Job Family

E. Payroll Statutory Unit

F. Business Unit

G. Sub-Division

Correct Answer: AF

QUESTION 10

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

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

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

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

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

Correct Answer: C

QUESTION 11

Which three options are true regarding Grade Ladders? (Choose three.)

A. Grade Ladders are used to group grades or grades with steps.

B. Five types of Grade Ladders are available.

C. A Grade Ladder can be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Correct Answer: ACD

QUESTION 12

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You can modify the constituents of the existing profile options, but you must enable them for modification.

B. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.



- C. You can modify the constituents of the existing profile options, but your manager must enable them for modification.
- D. You cannot modify the constituents of the existing profile options without saving them after creation.

Correct Answer: B

QUESTION 13

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. First add the grade to a grade ladder, then add the rates for each step.
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE

QUESTION 14

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, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, 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: A

QUESTION 15

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. June 12, 2015
- B. January 1, 2015
- C. July 11, 2015



D. August 15, 2015

Correct Answer: A

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