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Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

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 Temporary Assignment

B. Global Transfer

C. Temporary Assignment

D. Transfer

Correct Answer: C

QUESTION 2

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. A Vacation rule can be set under the Preferences section of worklist notification\\'s Human Capital Management server.

C. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

D. He has to configure new approval routing policies.

Correct Answer: B

QUESTION 3

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used- When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)

A. There are assignment records of one or more employees associated with this grade.

B. The grade has grade rates defined.

C. The grade is linked to a grade ladder

D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ABC

QUESTION 4

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity.

Identify the correct statement about this.

A. You can access the task for profile options from the Setup and Maintenance menu

B. You can create new lookup types but cannot modify the existing ones.

C. Oracle applications contain certain predefined system lookups that are locked for editing

D. The system administrator must enable the lookup before it is modified in the work area.

E. You cannot add new lookup codes and meanings to the existing lookup types.

Correct Answer: C

QUESTION 5

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

E. Areas of expertise is public information.

Correct Answer: E

QUESTION 6

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 can he identified as a legal employer in Human Capital Management.

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

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

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

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

Correct Answer: ABC

QUESTION 7

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. Action Type was not defined for the checklist.

B. The Action associated with the checklist does not match the Action selected during the termination process.

C. Action Reasons were not defined in the checklist.

D. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

Correct Answer: D

QUESTION 8

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer.

Identify the three options for Global transfer process {Choose three.)

A. A new work relationship in the destination legal employer is not created automatically.

B. The Human Resources Representative cannot override the default changes

C. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated

D. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive- Payroll Eligible by default

E. A new work relationship in the destination legal employer is created automatically.

Correct Answer: ACD

QUESTION 9

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 ofCompensation 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. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.

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 Autoprovision check box checked

D. The HR Representative does not have the appropriate role to add the role.

Correct Answer: A

QUESTION 10

As a human resource executive, you create a new location in the system. After several days, while creating an employee record in the system, you are unable to see this location in the list of values for Location on the Assignment tab. Identify

two reasons for this.

(Choose two.)

A. Effective Start Date of the location was not given when the location was created.

B. The created location has been end-dated.

C. The location was not associated with any set.

D. The location was made inactive

Correct Answer: CD

QUESTION 11

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to achieve the required functionality?

A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery

B. Associate the eligibility profile with thte checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

C. Associate the action with the checklist template to allocate the checklist to persons automatically when they

experience the action.

D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Correct Answer: C

QUESTION 12

An employee accesses My Portrait and wants to create his personal payment method. On navigating to the link, the employee sees that the \\'Create icon is disabled and he is unable to create his 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 elements are not defined.

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

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

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

Correct Answer: BD

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