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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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**QUESTION 1**

While promoting an employee in the system, it is required that the HR specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Benchmark all the jobs in the system.
- C. Progression Job Information must be defined during job creation.
- D. Job Evaluation criteria must be set up during job creation.
- E. Create an appropriate job set.

Correct Answer: C

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

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

- 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 4

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?

- 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 5

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 6

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve.

Which two items need to be specified while defining the BPM Worklist Rule for auto-approval?

- A. Enter APPROVE in the Auto Action field.
- B. Set up dynamic approval rule.
- C. Enter AUTO APPROVE in the Auto Action field.



- D. Set Auto Action Enabled to True.
- E. Select Number of Levels as 0.

Correct Answer: AD

QUESTION 7

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. educational establishment
- B. rating model
- C. content subscriber
- D. instance qualifier
- E. content library

Correct Answer: D

QUESTION 8

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 Approver: 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 9

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.

- A. User-defined actions can be created and linked to predefined action types.



- B. An action must always have an action reason associated.
- C. Only one action can be associated with an action type.
- D. Actions can be launched from the Organization Chart page and are controlled by data security.
- E. Actions are not a mandatory work structure.

Correct Answer: AD

QUESTION 10

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

Correct Answer: C

QUESTION 11

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Person Number at the Enterprise Level is set to Automatic before submission.
- C. Person Number at the Enterprise Level is set to Automatic after final save.
- D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

QUESTION 12

Which two options can be directly mapped to the employee record during hiring?

- A. Job Family



- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Correct Answer: BD

QUESTION 13

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this.

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

Correct Answer: AD

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. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.
- C. An identical transaction that was initiated for the person by another user was applied to the database.
- D. The saved transaction was withdrawn by HR.

Correct Answer: C

QUESTION 15



Which two statements are true about Action and Action Reasons?

- 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

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