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1z0-1046

Oracle Global Human Resources Cloud 2019 Implementation Essentials

Version 1.0

Exam A

QUESTION 1

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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 2 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

Section: (none)

Explanation

Explanation/Reference:



QUESTION 3 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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 4

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 years?

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

E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 5 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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 6 You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Educate users to use the country-specific address format only.
- C. Effective End Date for geography validation is end of time.
- D. Set the geography validation level to Error instead of No Validation.



Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 7

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 to 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 meet this requirement of the client?

- A. 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.
- 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 and load all of them simultaneously so that analysis and comparison can be done.
- D. 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.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 8

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

- A. The employee already has multiple assignments within that legal employer.
- B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.
- C. The employee has no active work relationships.
- D. The employee has a suspended assignment.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 9

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.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade has grade rates defined.
- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

Section: (none)

Explanation

Explanation/Reference:



QUESTION 10

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 three members receive the assignment change approval notification?

- A. All three get the notification at the same time.
- B. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- C. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia
- D. First Approver - Dia, Second Approver - Susan, Third Approver - Jacob
- E. The approval is routed alphabetically.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 11

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 the "Experience and Qualification" card.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.
- C. Areas of expertise is public information.
- D. HR does not have access to other departments where employees are "PhD".
- E. HR has access to Oracle Global Human Resources Cloud department.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 12 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

Section: (none)

Explanation

Explanation/Reference:



QUESTION 13 The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results. Identify two reasons for this behavior. (Choose two.)

- A. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- D. The employee is working as an employee in Finance Department.
- E. The employee is inactive as of 01-Jan-2015.

Correct Answer: AE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 14 Which three options are true about the Global Person model?

(Choose three.)

- A. Person records cease to exist when a person is terminated from an organization.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: BCD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 15 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. instance qualifier
- B. content library
- C. rating model
- D. educational establishment
- E. content subscriber

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 16

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- A. Ensure the owner field is set to employee.
- B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- C. Ensure the owner and performer are both set to employee.
- D. Ensure the performer field is set to employee.



Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 17 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. Time Sheet
- B. Absences
- C. Standard Working Hours
- D. Calendar Events
- E. Contract Data

Correct Answer: BCD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 18

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

- A. Define Talent Profile Content > Manage Content Subscribers

- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profile Content > Manage Educational Establishments
- D. Define Talent Profiles > Manage Profile Types

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 19

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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 20

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 Type was not defined for the checklist.
- C. Action Reasons were not defined in the checklist.
- D. The Action associated with the checklist does not match the Action selected during the termination process.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 21 You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have reassigned the request.
- B. The second level approver might have opted for an adhoc route.
- C. The second level approver might have approved the request.
- D. The second level approver might have rejected the request.
- E. The second level approver might have executed a pushback on the request.

Correct Answer: ABE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 22

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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 23

A manager returned from the US Subsidiary after a period of 3 months to his source location of the UK Subsidiary.

Which option should a Human Resource Representative exercise to reinstate the manager's records in the source legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- B. Create another assignment with the return date as the effective date.
- C. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstate automatically on the return date.
- D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 24

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 cannot add new lookup codes and meanings to the existing lookup types.
- B. You can access the task for profile options from the Setup and Maintenance menu.
- C. The system administrator must enable the lookup before it is modified in the work area.
- D. Oracle applications contain certain predefined system lookups that are locked for editing.
- E. You can create new lookup types but cannot modify the existing ones.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 25

As an implementation consultant, you have defined multiple grades for each job and position. While defining assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to Yes at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to No at site level.

Correct Answer: E

Section: (none)

Explanation

Explanation/Reference:

QUESTION 26

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)
- B. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs
- C. five LDGs, five divisions, five legal employers, and five PSUs
- D. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers, and PSUs (US and UK only, because the workforce is very small in the other countries)

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:



QUESTION 27

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. Temporary Assignment
- C. Global Transfer
- D. Transfer

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 28

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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 29

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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 30

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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 31 A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

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

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 32

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 33 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. Progression Job Information must be defined during job creation.
- B. Create an appropriate job set.
- C. Descriptive flex fields must be defined to hold Progression Job Information.
- D. Job Evaluation criteria must be set up during job creation.
- E. Benchmark all the jobs in the system.



Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 34 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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 35

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

- B. All the employees whose employment record has the “Working as Manager” check box marked as “Yes” can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 36

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads “NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause.” The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. The BPM task NewPersonEmploymentApproval is not set up properly.
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 37

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

Which two options are correct? (Choose two.)

- A. No Employee or Contingent Worker work relationships should exist for that legal employer.
- B. Manual worker-number generation for a legal employer can be selected at any time.
- C. The employment model selected should be one-tier.
- D. There are no conditions. The worker generation method can be changed to automatic at any time.
- E. The employment model selected should be three-tier.

Correct Answer: AB

Section: (none)

Explanation

Explanation/Reference:

QUESTION 38

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

- A. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.
- B. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.
- C. Update home address, area of interest, contact information, profile photo, public message, and background photo.
- D. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

Correct Answer: B
Section: (none)
Explanation

Explanation/Reference:

QUESTION 39 Select three correct Workforce Structure definitions.

(Choose three.)

- A. Country
- B. Location
- C. Department
- D. Division
- E. Geography
- F. Facility

Correct Answer: BCD
Section: (none)
Explanation

Explanation/Reference:

QUESTION 40

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in the Directory, but not able to view a single worker on the Person Management page. Which

two are reasons you are **NOT** able to view a single worker on the Person Management page? (Choose two.)

- A. The Refresh Manager Hierarchy process is not run in the instance.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. 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.
- D. 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.
- E. The seeded HR Specialist role does not have access to hire the worker in the instance.

Correct Answer: CE
Section: (none)
Explanation

Explanation/Reference:

QUESTION 41

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will you make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Delete Actions.
- C. Educate users not to use such Actions.
- D. Enter Action End Date.

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 42

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. Every Action type can have multiple actions within it.
- B. An Action type cannot be associated with user-defined actions.
- C. Additional Action types can be created.
- D. Action types are seeded.
- E. If Termination is an action, Normal Termination is an action type.

Correct Answer: AD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 43

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. When creating Positions, the grades that are specified for the job become that default grades for the Position.
- C. Department and location can be defined for a Position.
- D. Jobs and Positions are shared by Sets.

Correct Answer: ABC

Section: (none)

Explanation

Explanation/Reference:

**QUESTION 44**

Which statement is correct regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer, and gets hired as an employee?

- A. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- B. During the Hire process, the HR Specialist will receive an error as a worker cannot have two active work relationships with one legal employer at the same time.
- C. The person has only an Employee work relationship with the legal employer.
- D. The person retains the Non-Worker work relationship with the legal employer.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 45

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
Section: (none)
Explanation

Explanation/Reference:

QUESTION 46

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker
- B. Contingent Worker
- C. Employee
- D. Non-Worker
- E. Pending Worker
- F. Person of Interest

Correct Answer: BCDE
Section: (none)
Explanation

Explanation/Reference:



QUESTION 47 Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- B. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

Correct Answer: A
Section: (none)
Explanation

Explanation/Reference:

QUESTION 48

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
- D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 49

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

- A. Specify a Subscriber Code for the content type.
- B. Make sure it is a free-form content type.
- C. Make sure it is a non-free-form content type.
- D. Do nothing. After the content type is created, it is available for use in all applications.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 50

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.



Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 51

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 52

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global 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.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 53 Your customer wants to know how many employees are leaving the organization on their own.

What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type > Create a new action reason and use it during termination.
- B. Create a new action reason and associate it with the available action type. Use it during termination.
- C. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- D. Create a new action > Create a new 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: B

Section: (none)

Explanation

Explanation/Reference:



QUESTION 54

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 55

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 56

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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 57

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Actions are seeded and cannot be defined by a user.
- B. Action Reasons are seeded and cannot be defined by a user.
- C. Action Reasons are seeded and can be defined by a user.
- D. Action Types are seeded and cannot be defined by a user.



Correct Answer: BD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 58

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes into error because it was not auto-claimed.
- E. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: AC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 59 Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They contain relationships and properties as part the profile type.
- C. They do not contain relationships or properties until you add them to the profile type.
- D. They do not contain relationships but contain properties as part the profile type.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 60 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 are not a mandatory work structure.
- 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 can be launched from the Organization Chart page and are controlled by data security.

Correct Answer: DE

Section: (none)

Explanation

Explanation/Reference:



QUESTION 61

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step in Business Process Management (BMP) Worklist should you perform to meet this requirement?

- A. Select Allow Participants To Edit Future Participants.
- B. Change the Task Aggregation configuration to Once Per Task.
- C. Deselect Allow Participants To Edit Future Participants.
- D. Change the value of Complete task Immediately When Participant Chooses to Approve.
- E. Select Allow All Participants To Route Task To Other Participants.

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 62

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information **NOT** displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.

D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 63

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for all approval in his absence. How can he accomplish this task?

- A. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- B. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.
- C. He has to configure new approval routing policies.
- D. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 64 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 after final save.
- C. Worker Number at the Enterprise Level is set to Manual.
- D. Person Number at the Enterprise Level is set to Automatic before submission.



Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 65

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

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 66

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. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.
- C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.
- D. Define a tax reporting unit for the group of employees with disabilities.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 67 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 Mass Update process.
- B. Run the Send Pending LDAP Requests process.
- C. Run the Synchronize Person Records process.
- D. Run the Refresh Manager Hierarchy process.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 68

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 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. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.
- B. The HR Representative does not have the appropriate role to add the role.
- 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 Self-requestable check box checked.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 69

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- B. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. All approves must be present in the system; else, the promotion transaction fails.
- D. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- E. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder.

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 70

A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies 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

Section: (none)

Explanation

Explanation/Reference: