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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

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

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. 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.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

QUESTION 2

An organization wants to include a security profile in an HCM data role and then provision the data role to a user.

Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
- B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- D. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

Correct Answer: D

QUESTION 3

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

- A. The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.
- B. The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.

C. The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.

D. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Correct Answer: CD

QUESTION 4

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 dropdown.

What is preventing you from selecting the action?

A. The employee has no active work relationships.

B. The employee has a suspended assignment.

C. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.

D. The employee already has multiple assignments within that legal employer.

Correct Answer: B

QUESTION 5

Which feature helps you capture legislative information for grades on the create and edit grade pages?

A. Descriptive Flexfield

B. Extensible Flexfields

C. Key Flexfields

D. Lookups

Correct Answer: B

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