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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Validity
- C. Checklist Completion
- D. Task Library

Correct Answer: C

QUESTION 2

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

Correct Answer: C

QUESTION 3

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift.

What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task.
- C. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.

Correct Answer: A

Reference: https://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344192AN2D261.htm

QUESTION 4

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 5

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Correct Answer: ABD

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

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