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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

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

QUESTION 2

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

QUESTION 3

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

QUESTION 4

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

QUESTION 5

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

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