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Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 1

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to achieve the required functionality?

- A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery
- B. 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.
- C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Correct Answer: C

QUESTION 2

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 3

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. Action Type was not defined for the checklist.
- B. The Action associated with the checklist does not match the Action selected during the termination process.



C. Action Reasons were not defined in the checklist.

D. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

Correct Answer: D

QUESTION 4

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

A. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.

B. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

C. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

D. He has to configure new approval routing policies.

Correct Answer: B

QUESTION 5

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

Which setup meets this requirement?

A. Descriptive flex fields must be defined to hold Progression Job Information.

B. Create an appropriate job set

C. Benchmark all the jobs in the system.

D. Job Evaluation criteria must be set up during job creation.

E. Progression Job Information must be defined during job creation.

Correct Answer: E

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