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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

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 2

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

A. A person number is associated with a Pending Worker.

B. An employee number is associated with a Pending Worker.

C. A person who already has a person record cannot be a Pending Worker.

D. This is a person for whom you create a person record that is effective before the hire date.

Correct Answer: ACD

QUESTION 3

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

This can be achieved only if _____.

A. enforce Valid Grades (Y/N) is set to Y in the profile options

B. default the Grade from Job/Position (Y/N) is set to Y in the profile options

C. default the Grade from Job/Position (Y/N) is set to N in the profile options

D. enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

QUESTION 4

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, position, division, geographies

C. organization, position, department, geographies

D. organization, job, department, geographies

E. organization, position, division, establishment

Correct Answer: C

QUESTION 5

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.

A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.

B. The employee is working as a contingent worker in Finance Department.

C. The employee is inactive as of 01-Jan-2015.

D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.

E. The employee is working as an employee in Finance Department.

Correct Answer: CD