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Essentials

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QUESTION 1

Identify the set enabled objects that are used for partitioning reference data.

- A. department, location, jobs, grades
- B. jobs, grades, salary plan, rates
- C. legal entity, department, division, location
- D. enterprise, legal entity, business unit, position

Correct Answer: A

QUESTION 2

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

- A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.
- B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.
- C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.
- D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

QUESTION 3

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

- A. Do nothing. After the content type is created, it is available for use in all applications.
- B. Make sure it is a non-free-form content type.
- C. Specify a Subscriber Code for the content type.
- D. Make sure it is a free-form content type.

Correct Answer: C

QUESTION 4

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior?

- A. The second level approver might have approved the request.
- B. The second level approver might have rejected the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have executed a pushback on the request.
- E. The second level approver might have opted for an adhoc route.

Correct Answer: CDE

QUESTION 5

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

- A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.
- B. Define a tax reporting unit for the group of employees with disabilities.
- C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.
- D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Correct Answer: A

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