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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

A. It is mandatory to define geography validations before geography hierarchy can be defined.

B. You must map geography to reporting establishments for reporting purposes.

C. Geography type can either be defined by a user or can be geopolitical.

D. You must identify the top-level of geography as Country and define a geography type.

E. You must set geography validation for the specific address style for a country.

Correct Answer: CDE

QUESTION 2

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/humancapital-management-cloud-integrating-with-oracle-hcm-cloud.pdf (26)

QUESTION 3

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure.

Identify the organization type against which you can maintain all these fields.

A. Reporting Establishment

B. Department

C. Business Unit

D. Legal Entity

E. Enterprise

F. Division

Correct Answer: B

QUESTION 4

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization?

A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.

C. Income tax jurisdiction needs to be created to report income tax to the legal authority.

D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.

E. Legal authorities are defined in Enterprise Structure Configurator.

Correct Answer: ACE

QUESTION 5

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work

relationship is not terminated.

B. A new work relationship in the destination legal employer is not created automatically.

C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive ?Payroll Eligible by default.

D. A new worker relationship in the destination legal employer is created automatically.

E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/ FAWHR1662739.htm#FAWHR1662739

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