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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

Correct Answer: AD

QUESTION 2

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Correct Answer: BCD

QUESTION 3

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise.

While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing.
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.

D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: B

QUESTION 4

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 5

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field. Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Benchmark all the jobs in the system.
- C. Progression Job Information must be defined during job creation.
- D. Job Evaluation criteria must be set up during job creation.
- E. Create an appropriate job set.

Correct Answer: C

QUESTION 6

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work

relationships.

B. If employees exist within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.

C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.

D. The client cannot move from a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

QUESTION 7

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: B

QUESTION 8

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global search, the Directory search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

A. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment

B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment

C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment

D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Correct Answer: C

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21b/fawhr/workforcerecords.html#FAWHR2530049>

QUESTION 9

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary. Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

QUESTION 10

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.

What are two reasons for this behavior? (Choose two.)

- 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

QUESTION 11

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.

E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION 12

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? (Choose three.)

- 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 13

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 14

As an implementation consultant, you are in the process of setting up geographies in the application.

Which three statements are true about defining geographies? (Choose three.)

- A. You must set geography validation for the specific address style for a country.
- B. You must identify the top-level of geography as Country and define a geography type.
- C. You can only modify all levels of the geography structure before you load geography hierarchy.
- D. It is mandatory to define geography validation before geography hierarchy can be defined.

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

Correct Answer: ABC

QUESTION 15

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B

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