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Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

- A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- B. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- C. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Correct Answer: C

QUESTION 2

As an implementation consultant, you are in process of building the enterprise structure.

Which three facts about Legislative Data Groups must you be aware of? (Choose three.)

- A. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- B. Legislative Data Groups do not span enterprises.
- C. Legislative Data Groups can span enterprises.
- D. It is required to associate country and currency details while defining Legislative Data Group.
- E. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

Correct Answer: ABD

QUESTION 3

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Select Allow All Participants To Route Task To Other Participants.

- B. Deselect Allow Participants To Edit Future Participants.
- C. Change the value of Complete task Immediately When Participant Chooses to Approve.
- D. Select Allow Participants To Edit Future Participants.
- E. Change the Task Aggregation configuration to Once Per Task.

Correct Answer: CDE

QUESTION 4

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Business Unit, Location, Position, Action, and Worker Type
- B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

Correct Answer: A

QUESTION 5

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Correct Answer: BD

QUESTION 6

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment
- B. 2-tier multiple assignment, 2-tier single assignment
- C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

Correct Answer: B

Reference <https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hrwn.htm>

QUESTION 7

Which three options define Locations?

- A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.
- B. Locations that are created can be represented on a map for easier identification and access.
- C. A location identifies the physical addresses of a workforce structure, such as a department.
- D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

QUESTION 8

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned.

Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Calendar Events
- B. Absences
- C. Standard Working Hours
- D. Time Sheet
- E. Contract Data

Correct Answer: ABC

QUESTION 9

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 10

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

- A. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- B. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- D. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Correct Answer: B

QUESTION 11

Position Management settings are configurable on both the Enterprise HCM Information and the Legal Entity HCM Information tasks.

Which settings can be set at the Enterprise level but can be overwritten at the Legal Entity level?

- A. Position Synchronization Configuration and Position Hierarchy Configuration settings.
- B. Position Synchronization Configuration and Position Incumbent Validation settings.
- C. Position Synchronization Configuration, Position Hierarchy Configuration, and Position Incumbent Validation settings.

D. Position Synchronization Configuration settings.

Correct Answer: A

QUESTION 12

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

QUESTION 13

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 14

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the ORA_PER_JOURNEYS_ENABLED profile option with the Manage Administrator Profile Values task.
- C. Enable the Journeys option to either the Manage Enterprise HCM Information task.
- D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: B

QUESTION 15

As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory.

What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. work location, department, job title, and school education
- B. work location, department, areas of expertise, and areas of interest
- C. worker competencies, languages, licenses and certifications, and school education information
- D. work location, department, and languages

Correct Answer: D

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