

QUESTIONS & ANSWERS

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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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Question: 60

An enterprise operates in a country where contract information is required for employees. What type of employment model can the enterprise use?

- A. multiple assignments**
- B. contract assignment**
- C. single assignment**
- D. single assignment with contracts**
- E. multiple assignments with contracts**

Answer: D

Question: 61

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.**
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".**
- C. The grade has grade rates defined.**
- D. The grade is linked to a grade ladder.**
- E. A grade cannot be deleted and can only be end-dated.**

Answer: ACD

Question: 62

A static approval group named "Trio" comprises three members – Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

- A. All three get the notification at the same time.**
- B. System decides the approval route by randomly selecting approvers who are a part of the approval group.**
- C. First Approver – Jacob, Second Approver – Susan, Third Approver – Dia**
- D. First Approver – Dia, Second Approver – Susan, Third Approver – Jacob**
- E. The approval is routed alphabetically.**

Answer: C

Question: 63

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's

information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

- A. The employee already has multiple assignments within that legal employer.**
- B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.**
- C. The employee has no active work relationships.**
- D. The employee has a suspended assignment.**

Answer: D

Question: 64

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.**
- B. Educate users to use the country-specific address format only.**
- C. Effective End Date for geography validation is end of time.**
- D. Set the geography validation level to Error instead of No Validation.**

Answer: D

Question: 65

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do to meet this requirement of the client?

- A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.**
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.**
- C. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.**
- D. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.**

Answer: A

Question: 66

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar years?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.**
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.**
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.**
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.**

E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Answer: B

Question: 67

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

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

Answer: ACD

Question: 68

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

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

Answer: C

Question: 69

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.**
- B. Add the rates separately using the Manage Grade Rates task.**
- C. Use the Default Grade rates that are available upon creating grades.**
- D. First add the grade to a grade ladder, then add the rates for each step.**
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.**

Answer: BE

Question: 70

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

Answer: A

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