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Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

There are two distinct lists of grades that should be available in two separate business units of your

organization. During testing, you notice that the lists of grades of the two business units are not per the

requirement.

What went wrong in the setup?

A. All grades are associates with the COMMON set only.

B. An incorrect grade ladder is attaches to the two business units.

C. The grade rates of the two business units have been interchanged.

D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

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

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 4

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes. Which transfer method should be used for the first movement of the said worker?

A. Global Transfer

B. Transfer

C. Temporary Assignment

D. Global Temporary Assignment

Correct Answer: C

QUESTION 5

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You cannot modify the constituents of the existing profile options without saving them after creation.

B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.

C. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.

D. You can modify the constituents of the existing profile options, but you must enable them for modification.

Correct Answer: C

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