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QUESTION 1

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

A. Define Talent Profile Content > Manage Content Subscribers

B. Define Talent Profile Content > Manage Profile Content Items

C. Define Talent Profile Content > Manage Educational Establishments

D. Define Talent Profiles > Manage Profile Types

Correct Answer: C

QUESTION 2

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. Progression Job Information must be defined during job creation.

B. Create an appropriate job set.

C. Descriptive flex fields must be defined to hold Progression Job Information.

D. Job Evaluation criteria must be set up during job creation.

E. Benchmark all the jobs in the system.

Correct Answer: A

QUESTION 3

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.

Correct Answer: ACD

QUESTION 4

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

A. The tool creates a structure of divisions, legal entities, business units and reference data sets.

B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.

C. The tool creates a structure of divisions, legal entities, business units and departments.

D. The tool creates a structure of divisions that may then be manipulated by the administrator.

E. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes and then load/rollback the final configuration.

Correct Answer: ABE

QUESTION 5

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.

Correct Answer: C

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