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Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

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. 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 3

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

Which method should be used?

- A. Automatic Upon Final Save
- B. Automatic Upon Final Submission
- C. Automatic Prior to Final Save
- D. Automatic Prior to Submission

Correct Answer: A

QUESTION 4

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

QUESTION 5

Which three are correct locations from where Line Managers can access the Add Assignment guided process?

- A. Person Management work area in My Workforce
- B. Smart Navigation
- C. Actions Menu in About Me work area
- D. Actions Menu in My Team work area
- E. Quick Actions

Correct Answer: ADE

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-2018-global-hr-wn.htm>

QUESTION 6

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

What values are you able to search on that workers and HR Administrators are not able to?

- A. Worker Competencies, work location, department, and languages.
- B. Work location, department, job title, and school education.
- C. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.
- D. Worker Competencies. Areas of Expertise. Areas of Interest, and school education.

Correct Answer: A

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

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago. Identify the correct statement about the person number for the employee.

- A. The employee has a person record with the enterprise so she will continue with the same person number.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee's new person number will be her previous number suffixed by -1.

Correct Answer: A

QUESTION 9

For which three customer situations should you implement positions? (Choose three.)

- A. For customers with very fluid organization structures.
- B. If a successor is hired typically into a similar role.
- C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 10

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 11

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 12

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

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.

- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. 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.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

QUESTION 13

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Correct Answer: ABD

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

QUESTION 14

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 15

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

- A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.
- B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.

C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.

D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Correct Answer: D

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