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Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

A. The person retains the Non-Worker work relationship with the legal employer.

B. The person has only an Employee work relationship with the legal employer.

C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.

D. The person has both Non-Worker and Employee work relationship with the legal employer.

Correct Answer: D

QUESTION 2

An employee accesses their Personal Information work area and wants to create his personal payment method. On navigating to the link, the employee sees that the `Create\\' icon is disabled and is unable to create their personal payment method. The employee raises a service request to troubleshoot this issue. What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two.)

A. The employee does not have a valid payment method.

B. The employee does not have a payroll relationship associated.

C. The Payroll Definition does not have a Valid Payment Method assigned.

D. The elements are not defined.

Correct Answer: BC

QUESTION 3

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

A. The second level approver might have approved the request.

B. The second level approver might have rejected the request.

C. The second level approver might have reassigned the request.

D. The second level approver might have executed a pushback on the request.

E. The second level approver might have opted for an adhoc route.

Correct Answer: CDE

QUESTION 4

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons. (Choose three.)

A. Action Reasons can be user defined.

B. Action Reasons are primarily used for analysis and reporting.

C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.

D. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

QUESTION 5

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

A. The HR Representative does not have the appropriate role at add the role.

B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.

C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the Data role with Autoprovision check box checked.

Correct Answer: C

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