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QUESTION 1

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

A. Create two new actions: hire part-time employee and hire full-time employee.

B. Create two new action types: hire part-time employee and hire full-time employee.

C. Create two new action types and associate them with the existing action, Hire.

D. Create two new action and associate them with the existing action type, Hire an Employee.

E. Create two new actions and new action reasons and associate them with each other.

Correct Answer: D

QUESTION 2

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 3

During implementation, a two-tier employment model - multiple assignment has been set up. Now the

client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.

B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.

C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.

D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

QUESTION 4

As an implementation consultant, you have defined multiple grades for each job and position. While

defining employment terms or assignments, users must be able to select a grade only from the list that has

been defined for the job or position. However, all grades are available.

What is the cause for this?

A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.

B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.

C. PER_ENFORCE_VALID_GRADES is set to No at site level.

D. GRADE_PAY_RATE_TYPE is set to No at site level.

E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Correct Answer: C

QUESTION 5

You want to track changes to certain Oracle Global Human Resources Cloud records, for example,

changes to employment and assignment records. You want to create your own actions and associate them

with predefined action types.

Identify two correct statements about actions. (Choose two.)

A. User-defined actions can be created and linked to predefined action types.

B. An action must always have an action reason associated.

C. Only one action can be associate with an action type.

D. Actions can be launched from the Organization Chart page and are controlled by data security.

E. Actions are not a mandatory work structure.

Correct Answer: AD

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