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QUESTION 1

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 2

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve.

Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose two.)

- A. Enter APPROVE in the Auto Action field.
- B. Set up dynamic approval rule.
- C. Enter AUTO APPROVE in the Auto Action field.
- D. Set Auto Action Enabled to True.
- E. Select Number of Levels as 0.

Correct Answer: AD

QUESTION 3

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 4

Which task in the Setup and Maintenance work area generates position codes automatically?

A. Manage Position Codes

B. Manage Legal Entity HCM Information

C. Manage Positions

D. Manage Position Synchronization

E. Manage Enterprise HCM Information

Correct Answer: B

QUESTION 5

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

A. The saved transaction was rejected by the approval authority.

B. An identical transaction that was initiated for the person by another user was applied to the database.

C. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

D. The saved transaction was withdrawn by HR.

Correct Answer: B

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