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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step Business Process Management (BPM) Worklist should you perform to meet this requirement?

A. Select Allow All Participants To Route Task To Other Participants.

B. Deselect Allow Participants To Edit Future Participants.

C. Change the value of Complete task Immediately When Participant Chooses to Approve.

D. Select Allow Participants To Edit Future Participants.

E. Change the Task Aggregation configuration to Once Per Task.

Correct Answer: CDE

QUESTION 2

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

QUESTION 3

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer. Identify the three options for

the Global Transfer process.

A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.

B. A new work relationship in the destination legal employer is not created automatically.

C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.

D. A new worker relationship in the destination legal employer is created automatically.

E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR16 62739

QUESTION 4

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

A. Ensure the owner field is set to employee.

B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.

C. Ensure the owner and performer are both set to employee.

D. Ensure the performer field is set to employee.

Correct Answer: C

QUESTION 5

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

A. Create a new geography validation.

B. Set the geography validation level to Error instead of No Validation.

C. Effective End Date for geography validation is end of time.

D. Educate users to use the country-specific address format only.

Correct Answer: B

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