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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. Jobs and Positions are shared by Sets.
- C. Department and location can be defined for a Position.
- D. When creating Positions, the grades that are specified for the job become the default grades for the Position.

Correct Answer: ACD

QUESTION 2

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Business Unit, Location, Position, Action, and Worker Type
- B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

Correct Answer: A

QUESTION 3

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Person Number at the Enterprise Level is set to Automatic before submission.



C. Person Number at the Enterprise Level is set to Automatic after final save.

D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

QUESTION 4

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

A. January 1, 2015

B. June 12, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: B

QUESTION 5

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

A. using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

B. associating a calendar event category with the worker's assignment

C. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information

D. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

Correct Answer: B

Reference: https://docs.oracle.com/cd/E15586_01/fusionapps.11111/e20379/F344192AN2D261.htm