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QUESTION 1

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global search, the Directory search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

A. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment

B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment

C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment

D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Correct Answer: C

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/21b/fawhr/workforcerecords.html#FAWHR2530049

QUESTION 2

When configuring a rule for the Transfer transaction, you are presented with the section to show or hide the questionnaire page. You decide to show the questionnaire page, and leave the default setting for each section.

When a worker is presented the questionnaire, which sections are required?

A. When and Why, Transfer, and Salary

B. When and Why, and Transfer

C. When and Why, Salary, Comments, and Attachments

D. When and Why, Transfer, Comments, and Attachments

Correct Answer: B

QUESTION 3

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

A. Additional Action types can be created.

B. An Action type cannot be associated with user-defined actions.

C. Action types are seeded.

D. Every Action type can have multiple actions within it.

E. If Termination is an action, Normal Termination is an action type.

Correct Answer: CD

QUESTION 4

You have a business requirement to default in the Business Title of a worker when a user updates a worker\'s assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

A. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROMprofile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

B. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROMprofile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

C. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROMprofile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

D. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Correct Answer: B

QUESTION 5

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes. Which transfer method should be used for the first movement of the said worker?

A. Global Transfer

B. Transfer

C. Temporary Assignment

D. Global Temporary Assignment

Correct Answer: C

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