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QUESTION 1

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

- A. The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.
- B. The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.
- C. The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.
- D. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Correct Answer: AD

Explanation: If the worker you are using to test has a current assignment that is suspended, then you will not be able to add a second assignment while the first is suspended. Additionally, if the employment model is set to single-assignment on either the enterprise level and/or the legal entity level, then you will not be able to add an additional assignment.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/manage-employment-model.htm#FAGHC-GUID-B6D1F6DB-7C3F-4A3E-A64EC719C2E6D9B6> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/globalhuman>

QUESTION 2

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity may act as a virtual organization.
- B. A legal entity must comply with regulations and local jurisdictions.
- C. A legal entity can be identified as a legal employer in Human Capital Management.
- D. A legal entity can own assets, record sales, pay taxes, and perform transactions.
- E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

QUESTION 3

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels



C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups

D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

QUESTION 4

For which three customer situations should you implement positions? (Choose three.)

A. For customers with very fluid organization structures.

B. If a successor is hired typically into a similar role.

C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare

D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 5

Identify three correct statements about Workforce Life Cycle. (Choose three.)

A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.

B. The Add Person tasks include creating a new person's first work relationship with the enterprise.

C. Line Managers can transfer their direct and indirect reports only.

D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.

E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Correct Answer: ABC

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