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QUESTION 1

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar years?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: B

QUESTION 2

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Grade Ladders are used to group grades or grades with steps.
- B. Five types of Grade Ladders are available.
- C. A Grade Ladder can be created with a combination of both grades and grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Correct Answer: ACD

QUESTION 3

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade has grade rates defined.



- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

QUESTION 4

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- B. Action Type was not defined for the checklist.
- C. Action Reasons were not defined in the checklist.
- D. The Action associated with the checklist does not match the Action selected during the termination process.

Correct Answer: A

QUESTION 5

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee has a person record with the enterprise so she will continue with the same person number.

Correct Answer: D

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