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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR does not have access to the "Experience and Qualification" card.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.
- C. Areas of expertise is public information.
- D. HR does not have access to other departments where employees are "PhD".
- E. HR has access to Oracle Global Human Resources Cloud department.

Correct Answer: C

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.

Which two statements are true about actions? (Choose two.)

- A. Only one action can be associated with an action type.
- B. Actions are not a mandatory work structure.
- C. An action must always have an action reason associated.
- D. User-defined actions can be created and linked to predefined action types.
- E. Actions can be launched from the Organization Chart page and are controlled by data security.

Correct Answer: DE

QUESTION 3

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

- A. You can modify the constituents of the existing profile options, but you must enable them for modification.
- B. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.



- C. You can modify the constituents of the existing profile options, but your manager must enable them for modification.
- D. You cannot modify the constituents of the existing profile options without saving them after creation.

Correct Answer: B

QUESTION 4

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

- A. The employee already has multiple assignments within that legal employer.
- B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.
- C. The employee has no active work relationships.
- D. The employee has a suspended assignment.

Correct Answer: D

QUESTION 5

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a new content type and content item.
- B. Create a free-form content type and a new content item.
- C. Create a new content type but a seeded content item.
- D. Create a free-form content type without a content item.
- E. Use a seeded content type and a new content item.

Correct Answer: D

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