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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

A. Create a new geography validation.

B. Educate users to use the country-specific address format only.

C. Effective End Date for geography validation is end of time.

D. Set the geography validation level to Error instead of No Validation.

Correct Answer: D

QUESTION 2

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

A. Define Talent Profile Content > Manage Content Subscribers

B. Define Talent Profile Content > Manage Profile Content Items

C. Define Talent Profile Content > Manage Educational Establishments

D. Define Talent Profiles > Manage Profile Types

Correct Answer: C

QUESTION 3

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 Temporary Assignment

B. Temporary Assignment

C. Global Transfer

D. Transfer

Correct Answer: B

QUESTION 4

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

A. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)

B. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs

C. five LDGs, five divisions, five legal employers, and five PSUs

D. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers, and PSUs (US and UK only, because the workforce is very small in the other countries)

Correct Answer: A

QUESTION 5

Which employment model options are available for newly provisioned HCM Cloud environments?

A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment

B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

C. 2-tier multiple assignment, 2-tier single assignment

D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Correct Answer: C

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