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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

As an implementation consultant, you are in the process of setting up geographies in the application.

Which three statements are true about defining geographies? (Choose three.)

- A. You must identify the top-level of geography as Country and define a geography type.
- B. You can only modify all levels of the geography structure before you load geography hierarchy.
- C. You must map geography to reporting establishments for reporting purposes.
- D. It is mandatory to define geography validations before geography hierarchy can be defined.
- E. You must set geography validation for the specific address style for a country.

Correct Answer: ABE

QUESTION 2

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

QUESTION 3

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 4

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Correct Answer: D

QUESTION 5

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do meet this requirement of the client?

- A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.
- D. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

Correct Answer: A

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