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QUESTION 1

In your client company, one of the users has created a global rating scale but is unable to find it in the List of Values while defining a local competency. Identify the two reasons.

- A. The user is trying to create a local competency hence the global scale is not available.
- B. The user has created a rating scale of the type Proficiency.
- C. The user has created a rating scale of the type Weighting.
- D. The user has created a rating scale of the type Performance.
- E. The user has not marked the rating scale as a default rating scale.
- F. The user has not specified the cluster name to which the competency belongs.

Correct Answer: CD

QUESTION 2

For a company XYZ, Batch element entry has been transferred for 10000 employees. It is later found that the list of employees for whom the element entry was done is incorrect and a corrected list is provided. Identify the best way to remove the element entry against these 10000 employees.

- A. Purge the batch.
- B. Roll back the batch.
- C. Run the Rollback Run process to reverse the effect of the element entry.
- D. Run RetroPay to reverse the effect of the element entry.
- E. Run the transfer process again for the batch that was transferred previously.

Correct Answer: B

The BEE (Rollback) Process is used to specify the Batch and Remove the Element Entries

Note: You can use BEE (Batch Element Entry) to enter or update a batch of element entries for many employees, using defaults for fast entry. For example, to ensure that the data entry process is fast and that the data entered is accurate, you can use BEE to enter timecard data needed for regular pay processing,

QUESTION 3

In your clients system, you notice that the standard hours being defaulted while creating the assignment are not as per the value specified at the Business Group level. Apart from the Business Group, from which two sources are these values defaulted?

- A. Operating Unit level



B. HR Organization level

C. Job level

D. Position level

E. Grade level

Correct Answer: BD

To define work day defaults:

1. In the Organization window, query the Business Group or HR Organization if it does not already appear there. In the Organization Classifications region, select Business Group or HR Organization, choose the Others button, and select

Work Day Information.

2. Click in the field of the Additional Organization Information window to open the Work Day Information window.

3. Enter the normal start and end times in 24 hour format. For example, for 5.30 p.m., enter 17:30.

4. Enter a number in the Working Hours field, and select the corresponding period of time in the Frequency field. For example, enter 40 and select Week. You can add to the list of available frequencies by making entries for the Lookup Type

FREQUENCY, using the Application Utilities Lookups window

QUESTION 4

A user has defined a job that is not visible in the list of values on the Job field of the assignment form. Identify the reason for this.

A. The job is not valid for the grade attached to the employee.

B. The job has been created under a job group for the business group.

C. The job has been identified as the Benchmark Job.

D. While defining the job, the user has not entered the evaluation information and overall evaluation score for the Job.

E. The job is not valid for the Organization attached to the employee.

Correct Answer: E

Reference:

https://docs.oracle.com/cloud/18a/taleo/OTRCG/_fieldandselection_admin_fmx.htm#OTRCGid20110225150154813

QUESTION 5

Identify three prerequisites to implement Total Compensation Statement. (Choose three.)

A. Salary Administration should have been implemented.



- B. If the compensation items have been mapped to recurring element entries, then employees must be assigned to a payroll.
- C. If the total compensation statement includes recurring element entries, then the payroll to which employees are assigned must have valid pay periods.
- D. General Ledger and Cash management should have been implemented.
- E. Organization should have more than 200 employees.

Correct Answer: ABC

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