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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments with contracts
- B. single assignment with contracts
- C. multiple assignments
- D. single assignment
- E. contract assignment

Correct Answer: B

QUESTION 2

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior?

- A. The second level approver might have approved the request.
- B. The second level approver might have rejected the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have executed a pushback on the request.
- E. The second level approver might have opted for an adhoc route.

Correct Answer: CDE

QUESTION 3

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the public person security access.
- B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.
- C. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.



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

Correct Answer: C

QUESTION 5

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They do not contain relationships but contain properties as part of the profile type.
- C. They contain relationships and properties as part of the profile type.
- D. They do not contain relationships or properties until you add them to a profile type.

Correct Answer: D

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