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QUESTION 1

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

A. Create a new job Fitness Representative and associate that to the person.

B. Define the person\\'s area of responsibility to reflect Fitness Representative.

C. Deploy a Descriptive Flexfield to capture the information.

D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

QUESTION 2

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.

B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.

D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

QUESTION 3

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 4

Identify the three delivered free-form content types of Profile Management.

A. Career Preferences

B. Potential

C. Accomplishments

D. Honors and Awards

E. Languages

Correct Answer: CDE

QUESTION 5

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: B

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