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QUESTION 1

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 2

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person has both Non-Worker and Employee work relationship with the legal employer.

Correct Answer: D

QUESTION 3

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must map geography to reporting establishments for reporting purposes.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must set geography validation for the specific address style for a country.



Correct Answer: CDE

QUESTION 4

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work

relationship is not terminated.

B. A new work relationship in the destination legal employer is not created automatically.

C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive ?Payroll Eligible by default.

D. A new worker relationship in the destination legal employer is created automatically.

E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739

QUESTION 5

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.

B. Define a tax reporting unit for the group of employees with disabilities.

C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.

D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Correct Answer: A