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Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

A. Action Reasons are seeded and can be defined by a user.

B. Action Reasons are seeded and cannot be defined by a user.

C. Actions are seeded and cannot be defined by a user.

D. Action Types are seeded and cannot be defined by a user.

Correct Answer: AD

QUESTION 2

For which three customer situations should you implement positions? (Choose three.)

A. For customers with very fluid organization structures.

B. If a successor is hired typically into a similar role.

C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare

D. For industries with high turnover, such as Retail.

Correct Answer: ACD

QUESTION 3

Which employment model options are available for newly provisioned HCM Cloud environments?

A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

B. 2-Tier multiple assignment, 2-tier single assignment

C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment

D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

Correct Answer: B

Reference https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hrwn.htm

QUESTION 4

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker\'s assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

A. The position has no grades assigned to it.

B. The PER_ENFORCE_VALID_GRADES profile option is set to N.

C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.

D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 5

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error.

A. There are assignment records of one or more employees associated with this grade.

B. The grade has grade rates defined.

C. The grade is linked to a grade ladder.

D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ABC

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