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QUESTION NO: 1

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. First add the grade to a grade ladder, then add the rates for each step.
- D. Use the Default Grade rates that are available upon creating grades.
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

ANSWER: B E

QUESTION NO: 2

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Set the geography validation level to Error instead of No Validation.
- C. Effective End Date for geography validation is end of time.
- D. Educate users to use the country-specific address format only.

ANSWER: B

QUESTION NO: 3

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.

ANSWER: A C D

QUESTION NO: 4

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- C. Line Managers can transfer their direct and indirect reports only.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

ANSWER: A B C

QUESTION NO: 5

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a free-form content type and a new content item.
- B. Create a new content type and content item.
- C. Use a seeded content type and a new content item.
- D. Create a new content type but a seeded content item.
- E. Create a free-form content type without a content item.

ANSWER: E

QUESTION NO: 6

An organization wants to include a security profile in an HCM data role and then provision the data role to a user.

Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
- B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- D. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

ANSWER: D

QUESTION NO: 7

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

- A.** using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- B.** associating a calendar event category with the worker's assignment
- C.** using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information
- D.** using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

ANSWER: D

Explanation:

Workers can be associated with calendar events (public holidays) by using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information. The organization hierarchy or geography hierarchy is used to determine which region the worker is associated with, and then the calendar events associated with that region are applied to the worker.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/define-calendar-events.htm#FAGHC-GUID-20F54C72-9F9A-4B2F-8D3D-71C6F3B15B90>

QUESTION NO: 8

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

- A.** A person number is associated with a Pending Worker.
- B.** An employee number is associated with a Pending Worker.
- C.** A person who already has a person record cannot be a Pending Worker.
- D.** This is a person for whom you create a person record that is effective before the hire date.

ANSWER: A C D

QUESTION NO: 9

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. (Choose three.)

- 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.

ANSWER: A B C

QUESTION NO: 10

Your client has a requirement to verify employment eligibility for workers in the United States. The verification process ensures workers meet all the requirements to be able to work for a legal employer within the United States.

How would you configure this requirement using onboarding checklists?

- A. Create a task with the type I-9 Verification, the performer is HR representative, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.
- B. Create a task with the type I-9 Verification, the performer is workers, and an integration is configured between HCM Cloud and the HireRight vendor.
- C. Create a task with the type I-9 Verification, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.
- D. Create a task of configurable form, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

ANSWER: C

Explanation:

To configure the requirement to verify employment eligibility for workers in the United States using onboarding checklists, you should create a task with the type I-9 Verification, the performer should be the workers, the task should be marked as required, and an integration should be configured between HCM Cloud and the HireRight vendor. This will ensure that the workers are able to complete the necessary I-9 verification and that the results are properly recorded in HCM Cloud.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/define-onboarding-checklists.htm#FAGHC-GUID-DFF6FB8F-F15D-40DD-AFFB-0A0C35E9D9F2>