

DUMPS ARENA

Oracle Global Human Resources Cloud 2022 Implementation Professional

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Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action type > Create a new action reason and use it during termination.
- E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

ANSWER: C**QUESTION NO: 2**

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

ANSWER: C**Explanation:**

When searching for an employee's schedule in HCM Cloud, the application will search in the following order: Published schedules, Primary work schedule, Employment work week, Standard working hours. This order is based on the level of specificity, with the most specific option (Published schedules) being searched first. If the employee does not have a Published schedule, then the Primary work schedule will be searched, followed by the Employment work week, and finally the Standard working hours.

QUESTION NO: 3

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: 4

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes into error because it was no auto-claimed.
- B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

ANSWER: C D

QUESTION NO: 5

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

ANSWER: C

QUESTION NO: 6

A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing.
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

ANSWER: B

QUESTION NO: 7

Select three correct Workforce Structure definitions. (Choose three.)

- A. Department
- B. Location
- C. Division
- D. Geography
- E. Facility
- F. Country

ANSWER: A B C

QUESTION NO: 8

Which three options define Locations?

- A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.
- B. Locations that are created can be represented on a map for easier identification and access.
- C. A location identifies the physical addresses of a workforce structure, such as a department.
- D. Locations that are created can be represented as a tree and can be used in the security profile.

ANSWER: A B C

QUESTION NO: 9

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Benchmark all the jobs in the system.
- C. Progression Job Information must be defined during job creation.
- D. Job Evaluation criteria must be set up during job creation.
- E. Create an appropriate job set.

ANSWER: C**QUESTION NO: 10**

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

ANSWER: A B D

Explanation:

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>