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Version: 6.0

Question: 1

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

A. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

B. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.

C. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.

D. Line Managers can transfer their direct and indirect reports only

E. The Add Person tasks include creating a new person's first work relationship with the enterprise.

Answer: B,D,E

Question: 2

Which three options are true regarding Grade Ladders? (Choose three.)

A. Five types of Grade Ladders are available.

B. A Grade Ladder can be created with a combination of both grades and grades with steps.

C. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. Grade Ladders are used to group grades or grades with steps.

Answer: C,D,E

Question: 3

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to achieve the required functionality?

A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery

B. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.

D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Answer: C

Question: 4

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, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process

C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process

D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Answer: C

Question: 5

A public holiday message is displayed on the gallery page for the German employees of the organization.

Identify two reasons why the holiday message can also be viewed by some of the French employees on their portrait page. (Choose two.)

A. The employees are terminated.

B. The event message under the Public Holiday calendar event category is viewed by everybody.

C. The French employees have their primary work schedule associated with the Public Holiday calendar event category.

D. The French region is associated with the calendar event.

E. The calendar event category controls the visibility of the calendar event massages.

Answer: C,D

Question: 6

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.

B. The Refresh Manager Hierarchy process is not run in the instance.

C. The Public Person Security Profile is set up as View All People in the data role, which is attached to the seeded HR Specialist application role.

D. The seeded HR Specialist role does not have access to hire the worker in the instance.

E. The Person Profile is not created for any of the employees in the new instance.

Answer: A,D

Question: 7

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization.

Which approach would you recommend to meet this requirement?

A. Set the values in employment terms and prevent override at assignment level.

B. Do not set the values in employment terms and prevent override at assignment level.

C. Set the values in employment terms and allow override at assignment level.

D. Do not set the values in employment terms and allow override at assignment level.

Answer: A

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