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Question 1

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

Options:

A- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

B- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

C- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

D- Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Answer:

B

Question 2

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction.

Now that you have created the rule, how do you test it?

Options:

A- Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

B- Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

C- While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.

D- Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Answer:

C

Question 3

Question Type: MultipleChoice

Position Management settings are configurable on both the Enterprise HCM Information and the Legal Entity HCM Information tasks.

Which settings can be set at the Enterprise level but can be overwritten at the Legal Entity level?

Options:

A- Position Synchronization Configuration and Position Hierarchy Configuration settings.

B- Position Synchronization Configuration and Position Incumbent Validation settings.

C- Position Synchronization Configuration, Position Hierarchy Configuration, and Position Incumbent Validation settings.

D- Position Synchronization Configuration settings.

Answer:

A

Question 4

Question Type: **MultipleChoice**

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

Options:

A- Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

B- Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

C- Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

D- Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Answer:

C

Question 5

Question Type: **MultipleChoice**

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

Options:

A- The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.

B- The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.

C- The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.

D- The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Answer:

C, D

Question 6

Question Type: MultipleChoice

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

Options:

A- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

B- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

C- Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

D- Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Answer:

B

Question 7

Question Type: MultipleChoice

Position Management settings are configurable on both the Enterprise HCM Information and the Legal Entity HCM Information tasks.

Which settings can be set at the Enterprise level but can be overwritten at the Legal Entity level?

Options:

A- Position Synchronization Configuration and Position Hierarchy Configuration settings.

B- Position Synchronization Configuration and Position Incumbent Validation settings.

C- Position Synchronization Configuration, Position Hierarchy Configuration, and Position Incumbent Validation settings.

D- Position Synchronization Configuration settings.

Answer:

A

Question 8

Question Type: MultipleChoice

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

Options:

A- The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.

B- The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.

C- The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment

task.

D- The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

Answer:

C, D

Question 9

Question Type: MultipleChoice

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction.

Now that you have created the rule, how do you test it?

Options:

A- Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

B- Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

C- While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.

D- Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Answer:

C

Question 10

Question Type: **MultipleChoice**

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

Options:

A- Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

B- Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

C- Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

D- Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Answer:

C