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QUESTION 1

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

A. It is mandatory to define geography validations before geography hierarchy can be defined.

B. You must map geography to reporting establishments for reporting purposes.

C. Geography type can either be defined by a user or can be geopolitical.

D. You must identify the top-level of geography as Country and define a geography type.

E. You must set geography validation for the specific address style for a country.

Correct Answer: CDE

QUESTION 2

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

Correct Answer: D

QUESTION 3

Which two statements are true about Action and Action Reasons? (Choose two.)

A. There is always a one-to-one relationship between Action Type and Action.

B. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

QUESTION 4

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement? (Choose three.)

A. Change the Task Aggregation configuration to Once Per Task.

B. Change the value of Complete task Immediately When Participant Chooses to Approve.

C. Select Allow Participants To Edit Future Participants.

D. Deselect Allow Participants To Edit Future Participants.

E. Select Allow All Participants To Route Task To Other Participants.

Correct Answer: ABC

QUESTION 5

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment.

How do you migrate these changes to your production environment?

A. Use the Configuration Package capabilities within the Configuration > Migration work area.

B. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.

C. Transaction Design Studio changes can\\\'t be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.

D. Use the Configuration Set Migration tool within the Configuration > Migration work area.

Correct Answer: A

Explanation: To migrate the changes you have made in the test environment to the production environment, you should use the Configuration Package capabilities within the Configuration > Migration work area. This will allow you to easily export the configurations from the test environment and import them into the production environment.

Reference: https://www.ateam-oracle.com/best-practices-for-configuring-and-extending- fusionapplications-cloud

QUESTION 6

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he

enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause".

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

A. The Update Person Keyword Search process must be run before hiring a person.

B. A security profile needs to be defined for the human resource specialist to hire a person.

C. The BPM task NewPersonEmploymentApproval is not set up properly.

D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Correct Answer: C

QUESTION 7

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

A. The HR Representative does not have the appropriate role at add the role.

B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.

C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the Data role with Autoprovision check box checked.

Correct Answer: C

QUESTION 8

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 whim 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.

Correct Answer: ABC

QUESTION 9

Identify the set enabled objects that are used for partitioning reference data.

A. department, location, jobs, grades

B. jobs, grades, salary plan, rates

C. legal entity, department, division, location

D. enterprise, legal entity, business unit, position

Correct Answer: A

QUESTION 10

Which option correctly describes free-form content types?

A. They contain relationships and do not contain properties until you add them to the profile type.

B. They do not contain relationships but contain properties as part of the profile type.

C. They contain relationships and properties as part of the profile type.

D. They do not contain relationships or properties until you add them to a profile type.

Correct Answer: D

QUESTION 11

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

Correct Answer: C

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 12

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

A. Reorder the pages/tabs of Person Spotlight.

B. Change the content that displays within a page/tab.

C. Add additional pages/tabs.

D. Change name of a page/tab.

Correct Answer: AC

Explanation: As an implementation consultant, you can configure Person Spotlight within HCM Experience Design Studio by reordering the pages/tabs of Person Spotlight and adding additional pages/tabs. You can also change the content that displays within a page/tab, as well as the name of a page/tab. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure- person-spotlight.htm#FAGHC-GUID-82E1E6B9-717F-4EFD-A3F02E362F0A3CCD

QUESTION 13

Which three statements are true about Person Number? (Choose three.)

A. The Person Number Generation Method cannot be changed once a person has been entered.

B. Initial Person Number cannot be provided at enterprise level.

C. The Person Number Generation method can be changed any time.

D. Initial Person Number can be provided at enterprise level.

E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 14

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You cannot modify the constituents of the existing profile options without saving them after creation.

B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.

C. You can modify the constituents of the existing profile options, but the system administrator must enable them for

modification.

D. You can modify the constituents of the existing profile options, but you must enable them for modification.

Correct Answer: C

QUESTION 15

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

A. Person Number at the Enterprise Level is set to Manual.

B. Person Number at the Enterprise Level is set to Automatic before submission.

C. Person Number at the Enterprise Level is set to Automatic after final save.

D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

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