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Question No. 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.

Answer: C, D, E

Question No. 2

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- **A.** Job Family
- **B.** Legal Employer
- **C.** Payroll Statutory Unit
- **D.** Business Unit
- **E.** Enterprise
- **F.** Division
- **G.** Sub-Division

Answer: B, D

Question No. 3

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types.

Identify two correct statements about actions. (Choose two.)

- **A.** Only one action can be associated with an action type.
- **B.** Actions can be accessed via Smart Navigator, and available actions are based on the security access.
- **C.** An action must always have an action reason associated.
- **D.** User-defined actions can be created and linked to predefined action types.
- **E.** Actions are not a mandatory work structure.

Answer: B, D

Question No. 4

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. 5

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and Indi

a. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India fails under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- **A.** five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)
- **B.** five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)
- **C.** four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs
- **D.** five LDGs, five divisions, five legal employers, and five PSUs

Answer: A

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