Question 1

Which part of Work Life does Mentorship fall under?

Options:

A) Wellness

B) Personal Brand

C) Social Reputation

D) Volunteering -

Answer:

B

Explanation:

Mentorship falls under the personal brand part of work life, which is a feature that helps workers build their reputation and visibility within the organization by showcasing their skills, interests, achievements, and goals. Mentorship allows workers to find mentors who can guide them in their career development, as well as offer their own expertise as mentors to others. Wellness, social reputation, and

volunteering are other parts of work life, but they are not related to mentorship. Wellness helps workers manage their physical and mental well-being by providing access to wellness resources and programs. Social reputation helps workers increase their social influence by displaying their social network activity and ratings. Volunteering helps workers find and participate in volunteering opportunities that match their interests and skills. Reference: [Oracle Work Life Solutions Cloud User Guide], [Oracle Work Life Solutions Cloud User Guide], [Oracle Work Life Solutions Cloud User Guide], [Oracle Work Life Solutions Cloud User Guide], Oracle Work Life Solutions Cloud User Guide

Question 2

Question Type: MultipleChoice

Which is the first critical path of payroll processing?

Options:

A) Calculate Payroll

B) Archive Periodic Payroll Results

C) Electronic Funds Transfer (EFT) Process

D) Calculate Prepayments

Answer:

A

Explanation:

The first critical path of payroll processing is calculate payroll, which is a process that calculates the gross-to-net earnings and deductions for each employee in a payroll run. Calculate payroll is the core process that determines the amount of money that each employee will receive or pay in a payroll period. Archive periodic payroll results is a process that transfers the payroll results from the current table to the archive table for historical reporting purposes. It is not a critical path of payroll processing, but rather an optional process that can be performed after the payroll run is completed. Electronic funds transfer (EFT) process is a process that generates payment files for employees who are paid by direct deposit or wire transfer. It is not a critical path of payroll processing, but rather a post-payroll process that can be performed after the payroll run is confirmed. Calculate prepayments is a process that estimates the net pay for each employee before the actual payroll run is performed. It is not a critical path of payroll processing, but rather a preliminary process that can be performed before the payroll run is initiated. Reference: [Oracle Global Payroll Cloud User Guide], [Oracle Global Payroll Cloud User Guide], [Oracle Global Payroll Cloud User Guide], [Oracle Global Payroll Cloud User Guide]

Question 3

Question Type: **MultipleChoice**

An employee has created a learning community about graphic designing. She has kept the community open to members. She branded the community and uploaded a video to show how a particular design was created. Members of that learning community have the option to view and comment on the designs that are uploaded. What is another action that members can do to the learning communities they are a part of?

Options:

A) Upload videos

B) Delete the community page

C) Make the community private

D) Invite members from another community to share feedback

Answer:

A

Explanation:

Members of a learning community can upload videos to share their knowledge and skills with other members. Uploading videos is one of the ways that members can contribute to the learning community and enhance their learning experience. Deleting the community page, making the community private, and inviting members from another community are not actions that members can do to the learning communities they are a part of, but rather actions that only the community owner or administrator can do. Reference: [Oracle Learning Cloud User Guide], [Oracle Learning Cloud User Guide]

Question 4

The Director of Sales and the Director of Learning Enablement have a meeting to discuss future training needs for the direct reports of the Director of Sales. They notice a desire in this team to have more leadership training. The Director of Learning decides that a learning community on Leadership would be beneficial for the team. What type of learning community does the Director of Learning create to enable this?

Options:

A) Self-Service

B) Leadership Skills

C) Catalog

D) My Learning

Answer:

B

Explanation:

The type of learning community that the Director of Learning creates to enable leadership training for the team is leadership skills, which is one of the predefined types of learning communities that are available in Oracle Learning Cloud. Leadership skills learning communities are designed to help workers develop their leadership potential and competencies by providing access to relevant learning content and activities, as well as connecting them with mentors and peers who can guide and support them. Self-service, catalog, and my learning are not types of learning communities, but rather features or pages in Oracle Learning Cloud. Self-service allows workers to create their own learning communities or join existing ones. Catalog allows workers to browse and enroll in learning offerings such as courses, programs, or certifications. My learning allows workers to view and manage their learning progress and achievements. Reference: [Oracle Learning Cloud User Guide], [Oracle Learning Cloud User Guide], [Oracle Learning Cloud User Guide], Oracle Learning Cloud User Guide

Question 5

Question Type: MultipleChoice

What terminology is used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process?

Options:

A) Candidate Selection Workflow

B) Candidate Selection Process

C) Candidate Hiring Process

D) Candidate Hiring Workflow

Answer:

D

Explanation:

The terminology used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process is candidate hiring workflow, which is a configurable set of steps that define how candidates are moved from one stage to another until they are hired or rejected. The candidate hiring workflow consists of four phases: sourcing, screening, selection, and offer, and each phase has one or more states that represent the status of the candidate in that phase. Candidate selection workflow, candidate selection process, and candidate hiring process are not terminology used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process, but rather generic terms that do not reflect the specific configuration and functionality of the system. Reference: [Oracle Recruiting Cloud User Guide], [Oracle Recruiting Cloud User Guide]

Question 6

What terminology is used to label people who were referred for a job requisition or added to a job requisition but who haven't yet completed their job application?

Options:

A) Applicant

B) Referred

C) Prospect

D) Candidate

Answer:

C

Explanation:

The terminology used to label people who were referred for a job requisition or added to a job requisition but who haven't yet completed their job application is prospect, which is a type of candidate that has not yet applied for a job but has been identified as a potential fit by a recruiter, a hiring manager, or an employee referral. Prospects can be converted to applicants once they complete their job application

and submit their resume. Applicant, referred, and candidate are not terminology used to label people who were referred for a job requisition or added to a job requisition but who haven't yet completed their job application, but rather types of candidates that have different statuses or sources in the recruiting system. Applicant is a type of candidate that has applied for a job and submitted their resume. Referred is a source of candidate that indicates that the candidate was referred by an existing employee. Candidate is a generic term that encompasses both prospects and applicants. Reference: [Oracle Recruiting Cloud User Guide], [Oracle Recruiting Cloud User Guide], [Oracle Recruiting Cloud User Guide], [Oracle Recruiting Cloud User Guide], Oracle Recruiting Cloud User Guide