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## Oracle

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Oracle Global Human Resources Cloud 2025  
Implementation Professional  
**QUESTION & ANSWERS**

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q83-Q88):

### NEW QUESTION # 83

An Enterprise Onboarding Journey checklist requires:

- A. Use of the Transaction Design Studio (TDS) to display
- B. Four or more tasks
- C. HireRight Integration
- D. At least one step (child checklist)

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, an Enterprise Onboarding Journey checklist is a structured process to guide new hires through onboarding tasks. According to the "Using Journeys" guide, an Enterprise Onboarding checklist must include at least one step, often implemented as a child checklist, to define the sequence of tasks or activities. This step-based structure allows for modularity and flexibility, enabling organizations to break down onboarding into manageable phases (e.g., pre-hire, first day). Option A (Transaction Design Studio) is a customization tool, not a requirement for the checklist itself. Option B (four or more tasks) is arbitrary and not mandated by Oracle documentation. Option C (HireRight Integration) is an optional third-party integration, not a requirement. Thus, Option D is correct as it aligns with the minimum structural requirement for an Enterprise Onboarding Journey checklist.

Reference: Oracle Global Human Resources Cloud - Using Journeys, "Enterprise Onboarding Checklists" section.

### NEW QUESTION # 84

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. Which two statements are true about actions? (Choose two.)

- A. Actions can be accessed via Smart Navigator, and available actions are based on the security access
- B. User-defined actions can be created and linked to predefined action types
- C. An action must always have an action reason associated
- D. Only one action can be associated with an action type

**Answer: A,B**

Explanation:

Per the "Managing Workforce Records" guide:

Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).

Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).

Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions Configuration" section.

### NEW QUESTION # 85

When a parent position becomes vacant, you need the incumbents in the child positions to be assigned to a delegate position rather than the second-level parent position. To achieve this, what steps must be followed?

- A. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.
- B. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.
- C. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- D. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.

**Answer: C**

Explanation:

In Oracle Global Human Resources Cloud, position hierarchies define reporting structures, and the Delegate Position attribute allows redirection of reporting lines when a parent position is vacant. The synchronization process ensures these changes reflect in person assignments.

Option A: This omits the condition that the parent position must be vacant, which is critical to trigger the delegate reassignment. It's incomplete.

Option B: Using "Position Trees" is incorrect; Oracle uses the "HCM Position Hierarchy" for line manager synchronization, not generic position trees, which are not a standard synchronization mechanism in this context.

Option C: This is correct:

The parent position is vacant (trigger condition).

A Delegate Position attribute is specified (e.g., via the Manage Positions task) to redirect child position incumbents.

Line manager synchronization is based on the HCM Position Hierarchy (configured in Manage Enterprise HCM Information).

The "Synchronize Person Assignments from Position" ESS process updates assignments to reflect the delegate position. This aligns with Oracle's position management functionality.

Option D: Like B, it incorrectly references "Position Trees" instead of the HCM Position Hierarchy, making it invalid.

The correct answer is C, as detailed in "Implementing Global Human Resources" under Position Management.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 9: Position Structures.

#### NEW QUESTION # 86

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. All approvers must be present in the system; else, the promotion transaction fails.
- **B. While configuring Approval Group List Builder, select "Allow empty groups" as False.**
- C. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- D. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- E. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.

**Answer: B**

Explanation:

In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.

Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).

Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.

Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.

Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).

Option E: Flexfields don't control approval routing; they're for data capture, not process flow.

The correct answer is D, as per "Using Global Human Resources" on approval setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

#### NEW QUESTION # 87

What values on the Enterprise HCM Information task can you override on the Manage Legal Employer Information task?

- A. Work day information, initial person number, employment model, position synchronization configuration, worker number generation
- B. Work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. Work day information, employment model, position synchronization configuration, worker number generation
- **D. Work day information, person number generation method, employment model, position synchronization configuration, worker number generation**

**Answer: D**

Explanation:

The "Manage Enterprise HCM Information" task sets global defaults, while "Manage Legal Entity HCM Information" allows overrides for specific legal employers.

Option A: "Initial person number" is not a field; it's likely meant as person number generation, but the term is incorrect.

Option B: Correct. You can override:

Work day information (e.g., standard hours),

Person number generation method (e.g., manual/automatic),

Employment model (e.g., single/multiple assignments),

Position synchronization configuration (e.g., enable/disable),

Worker number generation (e.g., employee/contingent worker numbering).

Option C: "User account generation" is managed via security setup, not legal employer settings.

Option D: Misses person number generation, an overrideable field.

The correct answer is B, per "Implementing Global Human Resources" on enterprise vs. legal entity settings.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

## NEW QUESTION # 88

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