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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q148-Q153):

NEW QUESTION # 148
What type of people within our system are assigned Person IDs?

- A. Employees, Contingent Workers, Non-Workers, Pending Workers
- B. Employees, Contingent Workers, Non-Workers, Pending Workers, Worker Contacts
- C. Employees, Contingent Workers, Non-Workers

Answer: B

Explanation:
Full Detailed in Depth Explanation:

In Oracle HCM Cloud, aPerson IDis a unique identifier assigned to individuals within the system who have a person record. The types of people assigned Person IDs include:

Employees: Full-time or part-time workers with an employment relationship.

Contingent Workers: Temporary or contract workers.

Non-Workers: Individuals like retirees or external contacts with a person record but no active work relationship.

Pending Workers: Individuals hired but not yet started (e.g., future-dated hires).

Worker Contacts: Emergency contacts or dependents linked to a worker's record, who also receive a Person ID for tracking purposes.

Option A omits Pending Workers and Worker Contacts, which are included in the system's person model.

Option C misses Worker Contacts, who are explicitly assigned Person IDs to manage relationships. Option B is the most comprehensive, aligning with Oracle's definition of person records in the "Person Management" guide, makingBthe correct answer.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Person ID Assignment".

NEW QUESTION # 149

A manager returned from the U.S. Subsidiary to their source location, the U.K. Subsidiary, after a period of three months. What should a Human Resources representative do to reinstate the manager's records in the source legal employer?

- A. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date.
- B. Entering the return date will automatically reinstate the record on the return date.
- C. Create another assignment with the return date as the effective date.
- D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Answer: A

Explanation:
Full Detailed in Depth Explanation:
For temporary assignments across legal employers (e.g., U.S. to U.K. Subsidiary), Oracle HCM Cloud provides the Global Temporary Assignment feature.

Option D ("Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date") is correct. When a manager returns from a temporary assignment, the HR representative uses the "End Global Temporary Assignment" action, specifying the return date. This automatically terminates the temporary assignment and reinstates the original assignments in the source legal employer (U.K. Subsidiary), as per the "Using Global Human Resources" guide.

Option A (Descriptive Flexfield) is a custom workaround, not a standard process.

Option B is incorrect; entering a date alone doesn't trigger reinstatement.

Option C (new assignment) bypasses the temporary assignment framework.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Temporary Assignment process.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment actions.

NEW QUESTION # 150

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Enterprise
- B. Define Enterprise Structure
- C. Define Reference Data Sharing
- D. Define Currency

Answer: A,B,C

Explanation:
Full Detailed in Depth Explanation:
To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

Define Enterprise (B): Establishes the top-level enterprise entity.

Define Reference Data Sharing (C): Sets up data sharing rules across business units.

Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Business Process Model".

NEW QUESTION # 151

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 Set Migration tool within the Configuration > Migration work area**
- B. Use the Configuration Package capabilities within the Configuration > Migration work area
- 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 Package capabilities of Functional Setup Manager to export the configurations

Answer: A

Explanation:
Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.
Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.
Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

NEW QUESTION # 152

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- **A. It predicts team voluntary termination and performance.**
- B. It predicts team/individual involuntary termination and performance.
- **C. It predicts individual voluntary termination and performance.**
- **D. Performance predictions are available for both teams and individual assignments.**
- E. Contingent Worker and Nonworker work relationships are included.

Answer: A,C,D

Explanation:
Full Detailed in Depth Explanation:
Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.
Option A ("Performance predictions are available for both teams and individual assignments"): True.
Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.
Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.
Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team-level voluntary termination rates and performance trends, supporting broader workforce planning.
Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitlyconfigured.
Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations, not involuntary (e.g., layoffs), as its primary predictive focus.
References:
"Oracle Human Resources Cloud: Using Workforce Predictions" - Overview of prediction capabilities.
"Oracle Global Human Resources Cloud: Implementing Workforce Predictions" - Scope and limitations.

NEW QUESTION # 153

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Data caching takes items that were expensive to create, such as DataSets, and caches Exam 1z0-1046-25 Papers them on the server side, One of the subtle advantages to serializing objects directly to the queue is that the objects can encapsulate required behavior.

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