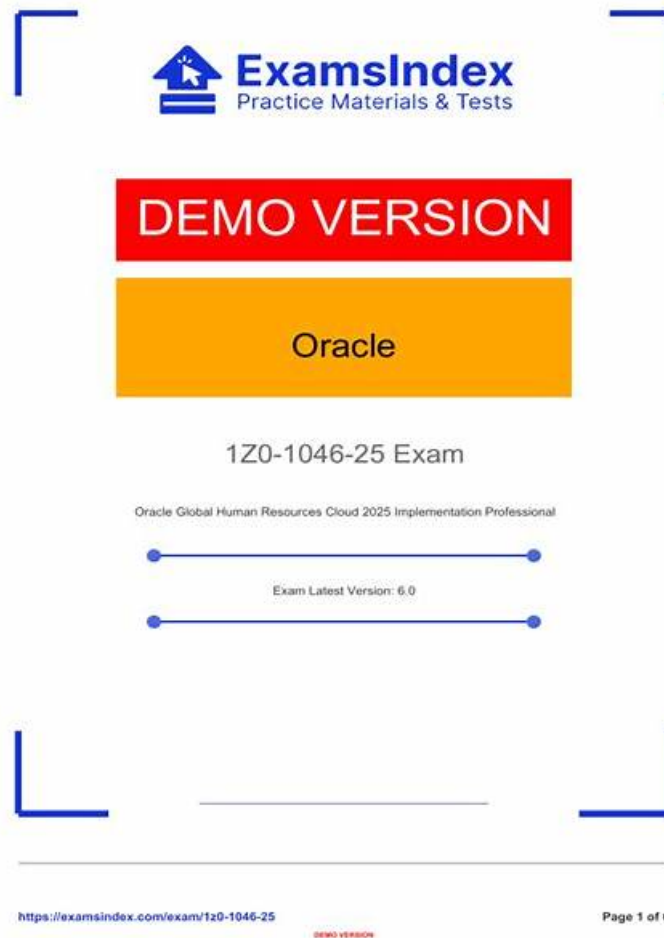


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A. Departments
- B. Legal Entities
- C. Reference Data Sets
- D. Divisions
- E. Business Units

Answer: B,C,D,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

Divisions (A): Organizational units for segmenting the business.

Legal Entities (C): Entities with legal standing for employment and payroll.

Business Units (D): Operational units for managing transactions.

Reference Data Sets (E): Sets for sharing data across business units.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Structure Configurator".

NEW QUESTION # 13

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift. Which steps should you perform to achieve this?

- A. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.
- B. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.
- C. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- D. Create a shift, create a work pattern, and assign the work pattern through work schedule assignment.

Answer: A

Explanation:

To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:

Create a Shift: Define the shift (e.g., hours) in Manage Shifts.

Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.

Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.

Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.

Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Work Schedules section.

NEW QUESTION # 14

Your customer is using Position Synchronization and wants some flexibility to override, in certain cases, fields that are synchronized. Which two choices below can accommodate this request?

- A. If override is allowed at Enterprise HCM Information or Legal Entity level, the user can select values to be excluded from synchronization.
- B. By leaving that attribute blank at the position.
- C. Even if override is allowed, the "Synchronize from Position" attribute is displayed only for the professional user.

- D. To exclude a specific assignment from being synchronized, the user needs to set the "Synchronize from Position" attribute to No.

Answer: A,D

Explanation:

Position Synchronization in Oracle HCM Cloud allows assignments to inherit values from associated positions, but flexibility to override synchronized fields is supported. Option B is correct because when position synchronization is enabled at the Enterprise (via Manage Enterprise HCM Information) or Legal Entity level (via Manage Legal Entity HCM Information), the "Allow Override at Assignment" option can be selected. This allows users to choose which synchronized attributes (e.g., department, job) can be overridden at the assignment level, excluding them from synchronization as needed. Option C is also correct because the "Synchronize from Position" attribute (also called Position Override in HCM Data Loader) on an individual assignment can be set to "No" to exclude that specific assignment from synchronization entirely, providing granular control.

Option A is incorrect because the "Synchronize from Position" attribute visibility is not restricted to professional users-it's available in the UI or via HCM Data Loader for authorized users. Option D is invalid because leaving the attribute blank at the position level does not affect synchronization behavior- synchronization is controlled at the assignment or configuration level, not by null values at the position. Thus, B and C are the two correct choices.

References: Oracle Docs - "Position Synchronization" (docs.oracle.com, published 2023-10-01).

NEW QUESTION # 15

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have approved the request.
- B. The second-level approver might have rejected the request.
- C. The second-level approver might have opted for an ad hoc route.
- D. The second-level approver might have executed a pushback on the request.
- E. The second-level approver might have reassigned the request.

Answer: C,D,E

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

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

NEW QUESTION # 16

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- B. The application searches for the availability of date of birth and middle name to identify the matching record.
- C. The application cannot identify the matching record and there will be two person records available for further processing.
- D. Because the national identifier has changed, the system cannot identify the matching record.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud uses a matching algorithm to identify duplicate person records during processes like hiring or candidate

application, even across different legal employers within the same enterprise. This is critical to avoid creating duplicate records when a person reapplies with a changed national identifier.

Option B ("The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same") is correct. The system employs a configurable person-matching rule that typically uses a combination of key attributes-first name, last name (or initial), and date of birth-to determine if a record already exists. This rule is designed to handle cases where the national identifier changes, as it does not rely solely on that field.

The "Implementing Global Human Resources" guide confirms this matching logic, noting that the system checks these attributes to prevent duplication.

Option A ("Because the national identifier has changed, the system cannot identify the matching record") is incorrect because the matching process does not depend solely on the national identifier.

Option C ("The application searches for the availability of date of birth and middle name to identify the matching record") is incorrect because middle name is not a standard required attribute in the default matching rule.

Option D ("The application cannot identify the matching record and there will be two person records available for further processing") is incorrect because the system is designed to detect matches and avoid duplicate records when possible.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Person Matching and Duplicate Prevention.

"Oracle Recruiting Cloud: Implementation Guide" - Candidate matching rules.

NEW QUESTION # 17

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