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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q72-Q77):

NEW QUESTION # 72
Challenge 6
Manage Document Types
Scenario
The organization would like to track the certifications of all their instructors.

Task
Create a Document Type of certificate for Instructor Certifications, where:
The name of the certificate is X Instructor Certification
Approval is required
The deletion restriction is required

Answer:

Explanation:
See the solution in Explanation below.
Explanation:
To create a document type for tracking instructor certifications in Oracle Global Human Resources Cloud, you need to use theManage Document Typestask within the Setup and Maintenance work area. The task involves creating a document type named "X Instructor Certification" with approval required and deletion restrictions enforced. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.
Step-by-Step Solution
Step 1: Log in to Oracle Fusion Applications
* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as theHCM Application AdministratororApplicationImplementation Consultantrole. These roles typically include permissions to access the Setup and Maintenance work area.
* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing document types. Proper access ensures you can perform the task without restrictions.

NEW QUESTION # 73
From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Person Spotlight page
- B. Redwood Positions read-only page
- C. Redwood Locations page
- D. Redwood Jobs page

Answer: B

NEW QUESTION # 74
People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Content subscriber
- B. Educational establishment
- C. Instance qualifier
- D. Content library
- E. Rating model

Answer: C

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.
Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.
* Option A ("Content library") stores competency definitions, not rating instances.
* Option B ("Educational establishment") is unrelated to ratings.
* Option C ("Rating model") defines the scale, not the instance.
* Option D ("Content subscriber") relates to content sharing, not ratings.

NEW QUESTION # 75
As an HR Specialist, it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display-but it does not. What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate and the salary basis are tied to different legislative data groups.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate was not linked to the salary basis.

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, the compa-ratio (comparison ratio) measures an employee's salary against the midpoint of a grade rate range. It's displayed in the employment or salary details section when entering a base salary, provided all components are correctly aligned.
Option A: Incorrect. Grade rates and salary basis don't need to share the same legislative data group (LDG) for compa-ratio calculation; LDGs partition data but don't directly affect this display unless misconfigured at a higher level.
Option B: Incorrect. The grade itself isn't tied to an LDG; it's the grade rate that matters. This option misattributes the relationship.
Option C: Incorrect. While frequency (e.g., monthly vs. annual) must align for accurate salary calculations, compa-ratio is normalized and should still display if the grade rate and salary basis are linked, even with frequency differences (assuming conversion is handled).
Option D: Correct. The compa-ratio requires a grade rate (defining min, mid, max values) to be associated with the salary basis used in the employee's record. If the grade rate isn't linked to the salary basis (via
"Manage Salary Basis" or "Manage Grade Rates"), the system lacks the reference range to compute and display the compa-ratio. This is a common setup oversight during implementation.
The correct answer isD, as detailed in "Using Global Human Resources" on salary management and grade rate integration.

NEW QUESTION # 76
The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. When using positions, the grades that are specified for the job become the default grades for the position
- B. Jobs are shared by Sets and Positions are assigned to Business Units
- C. Positions may be added to a specific department and location
- D. Jobs and Positions are shared by Sets

Answer: A,B,C

Explanation:
Full Detailed In-Depth Explanation:
Per the "Managing Workforce Structures" guide:
* Option A: True. Grades defined for a Job default to the Position when created.
* Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.
* Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

NEW QUESTION # 77
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