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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q139-Q144):

### NEW QUESTION # 139

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

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

**Answer: B,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

- \* The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
- \* The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

\* Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.

\* Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

\* Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.

\* Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Approvals and Notifications, Topic: Managing Approvals

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)

Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Approval Management, Section: Configuring Approval Policies (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

Oracle HCM Cloud, Administering Transaction Console, Topic: Approval Workflow Actions (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/administering-global-human-resources/index.html>)

## NEW QUESTION # 140

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. Because the national identifier has changed, the system cannot identify the matching record.
- C. The application searches for the availability of date of birth and middle name to identify the matching record.
- D. The application cannot identify the matching record and there will be two person records available for further processing.

**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 # 141

Event Alerts supported by Alerts Composer, are based on the filters delivered by Oracle. Alerts Composer is a tool that allows you to send informational notifications to Oracle HCM Cloud users by email and worklist.

Which statement is true about Event Alerts being triggered?

- A. Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
- **B. Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.**
- C. Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.

**Answer: B**

Explanation:

The Alerts Composer in Oracle HCM Cloud is a tool for configuring informational notifications sent via email or worklist, based on predefined events. Event Alerts are triggered by specific application events, such as a new hire or promotion. The question asks about the behavior of these alerts, particularly regarding the modification of triggering criteria.

\* Option A: Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications. This is the correct answer. Event Alerts in Alerts Composer are based on filters delivered by Oracle, tied to specific events (e.g., employee termination, assignment change). Oracle documentation states that the triggering criteria for these alerts are predefined and cannot be modified by users, as they are linked to system events controlled by Oracle's seeded configurations. Users can customize notification content (e.g., message text) or recipients, but the event conditions themselves are fixed to ensure system stability and consistency.

\* Option B: Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.

This option is incorrect. Alerts Composer does not provide a Run Options tab for Event Alerts, nor does it allow modification of the frequency of event-based triggers. Event Alerts are triggered immediately when the associated event occurs (e.g., a new hire record is saved). While Scheduled Alerts allow frequency settings (e.g., daily or weekly runs), Event Alerts are event-driven, and their triggering is not controlled by a frequency setting, making this option invalid.

\* Option C: Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert. This option is incorrect. Event Alerts in Alerts Composer do not allow modification of triggering criteria via Groovy scripts. Oracle restricts customization of event triggers to maintain system integrity, and Groovy scripts are used in other contexts (e.g., for validations or calculations), not for altering Event Alert conditions. Documentation confirms that triggering criteria are Oracle-delivered and non-editable.

\* Why this answer? The fixed nature of Event Alert triggers ensures standardized behavior across HCM Cloud implementations.

Users can configure aspects like notification templates or recipients, but the core event conditions (e.g., "trigger when an employee is hired") are locked, aligning with Oracle's design and making A the correct statement.

References

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Alerts Composer: "Event Alerts are based on Oracle-delivered filters and trigger when specific events occur. You can't modify the triggering criteria."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

\* Section: Configuring Alerts: "Event Alerts use predefined conditions; customization is limited to content and delivery options."

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: Alerts Enhancements: "Clarifications on Event Alerts and their fixed triggering mechanisms."

### NEW QUESTION # 142

An IT company's consulting department based in Bangalore goes for two team outing events every year.

However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- B. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.
- **E. Use Organization Hierarchy as the Hierarchy type for the calendar event.**

**Answer: E**

Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

The correct answer is E, per "Using Global Human Resources" on calendar event setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

### NEW QUESTION # 143

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the model profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content item, create a new content type, link the content item to the person profile.
- **D. Create a new content type, create content items for that type, link the content type to the person profile.**

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13:

## NEW QUESTION # 144

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