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Oracle Global Human Resources Cloud 2025 Implementation Professional

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Page 1 of 6

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q33-Q38):

NEW QUESTION # 33

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

- A. Do nothing. After the content type is created, it is available for use in all applications.
- B. Make sure it is a free-form content type.
- **C. Specify a Subscriber Code for the content type.**
- D. Make sure it is a non-free-form content type.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

Content types in Oracle HCM Cloud (e.g., Previous Employment) store structured data like employment history. To share them across applications (e.g., Recruiting, Talent Management), a specific setup is required.

Option A ("Specify a Subscriber Code for the content type") is correct. In the "Manage ContentTypes" task, assigning a Subscriber Code (e.g., RECRUIT for Recruiting) makes the content type accessible to that application. Without this, it remains restricted to its originating module (e.g., Core HR). This is detailed in the

"Implementing Global Human Resources" guide under content type configuration.

Option B ("Do nothing") is incorrect; content types are not automatically shared across applications.

Option C ("Make sure it is a non-free-form content type") and Option D ("Make sure it is a free-form content type") are irrelevant; the type (free-form or structured) does not determine cross-application availability.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Content Types and Subscriber Codes.

"Oracle Human Resources Cloud: Using Global Human Resources" - Managing content items.

NEW QUESTION # 34

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- **A. User**
- B. Product
- C. Role
- **D. Site**

Answer: A,D

Explanation:

Full Detailed in Depth Explanation:

Profile Options in Oracle HCM Cloud control system behavior and can be set at:

A: Site level, applying globally to all users and organizations.

D: User level, allowing personalization for individual users.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Profile Options Setup".

NEW QUESTION # 35

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The Update Person Keyword Search process must be run before hiring a person.

- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- D. The BPM task `NewPersonEmploymentApproval` is not set up properly.

Answer: D

Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault:

null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 3:

Approvals and Notifications.

NEW QUESTION # 36

Your customer needs to implement a task in a journey where, based on an employee's response, different dependent tasks will be presented.

How can you accomplish this?

- A. Configure an Activation Criteria when creating a task.
- B. Use Eligibility Profiles.
- C. Configure the task by using the Transaction Design Studio.

Answer: A

Explanation:

Explanation:

NEW QUESTION # 37

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error.

(Choose three.)

- A. A grade cannot be deleted and can only be end-dated.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. There are assignment records of one or more employees associated with this grade.
- D. The grade has grade rates defined.
- E. The grade is linked to a grade ladder.

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, grades are part of the compensation and job structure. Deleting a grade is restricted if it's referenced elsewhere in the system.

Option A ("There are assignment records of one or more employees associated with this grade"): True. If an employee's assignment references the grade, deletion is blocked to maintain data integrity, per the "Implementing Global Human Resources" guide.

Option B ("The grade has grade rates defined"): True. Grade rates (e.g., salary ranges) linked to the grade prevent deletion until removed.

Option C ("The grade is linked to a grade ladder"): True. Grades in a grade ladder (progression structure) cannot be deleted until unlinked.

Option D ("A grade cannot be deleted and can only be made inactive by changing the status to 'Inactive'"):

False. Grades can be deleted if no dependencies exist; inactivation is an alternative, not a requirement.

Option E ("A grade cannot be deleted and can only be end-dated"): False. End-dating is an option, but deletion is possible if constraints are cleared.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Grade management and dependencies.

"Oracle Human Resources Cloud: Using Workforce Structures" - Grade deletion rules.

NEW QUESTION # 38

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