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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q32-Q37):

### NEW QUESTION # 32

A 'Business Visa Introduction Letter' is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter, the system can store a copy, which the user downloads whenever it is required. Where are the document templates configured, before they are associated with the appropriate Document Type?

- A. Page Composer
- B. BI Publisher (BIP)
- C. Oracle Transnational Business Intelligence (OTBI)
- D. Design Studio

### Answer: B

Explanation:

In Oracle Global Human Resources Cloud, document templates, such as a "Business Visa Introduction Letter," are created and managed in BI Publisher (BIP). The "Implementing Global Human Resources" guide under "Document Management" explains that BIP is used to design and store report templates, including reusable documents tied to Document Types. These templates are then associated with a Document Type (e.g., "Visa Letter") for user access and download. Option B (Page Composer) is for UI customization, not document templates. Option C (Design Studio) configures transactions, not documents. Option D (OTBI) is for analytics, not template creation. Thus, Option A is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Configuring Document Templates with BI Publisher" topic.

### NEW QUESTION # 33

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

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

### Answer: A,B

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 # 34

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions that may then be manipulated by the administrator
- B. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration
- C. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- D. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- E. The tool creates a structure of divisions, legal entities, business units, and departments

### Answer: B,C,D

#### Explanation:

The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the "Implementing Global Human Resources" guide:

Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.

Option B: False. ESC doesn't limit to divisions; it includes broader structures.

Option C: False. Departments are not a primary output; reference data sets are included instead.

Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Enterprise Structures Configurator Overview" section.

#### NEW QUESTION # 35

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- B. Page Composer configurations always override Transaction Design Studio configurations.
- C. When a user tries to use the Promote transaction, the page will error when loading.
- D. Transaction Design Studio configurations always override Page Composer configurations.

#### Answer: A

#### Explanation:

In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.

Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.

Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies the last change made in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.

Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.

Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.

The correct answer is B, per "Using Global Human Resources" on UI customization tools.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 12: User Interface Configuration.

#### NEW QUESTION # 36

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Reporting Establishment
- B. Division
- C. Business Unit
- D. Legal Entity
- E. Enterprise
- F. Department

#### Answer: F

#### Explanation:

#### Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

Option E ("Division") is a higher-level grouping for reporting and does not capture thesespecific attributes.

Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Workforce Structures, section on Departments.

"Oracle Human Resources Cloud: Using Workforce Structures" - Department configuration details.

## NEW QUESTION # 37

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