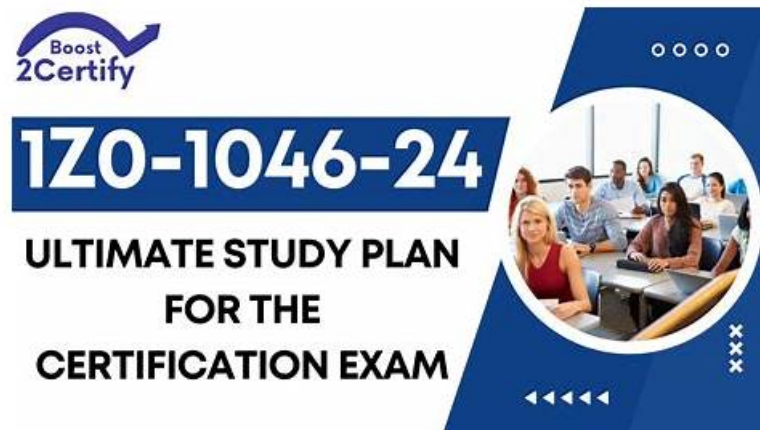


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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q112-Q117):

NEW QUESTION # 112

You are working with a client who has many users responsible for creating and maintaining Checklists. This customer wants to control who can access which Checklist Categories. How can you achieve this?

- A. You can provide a role access to either of "Specific categories" or "All categories" options.
- B. This is not currently an option in the application.
- C. You can use Category Security to control what categories users see when creating templates on the Create Checklist Template page and when creating a personal journey in the Journeys app. For example, you can restrict a line manager to create journeys only of the Compensation category.

Answer: A,C

Explanation:

Full Detailed in Depth Explanation:

Note: This appears to be a "choose two" question based on the original phrasing, though only one "Correct selection" was marked. I've interpreted it as requiring two correct answers based on Oracle functionality.

Option B ("You can provide a role access to either of 'Specific categories' or 'Allcategories' options"): True.

Role-based security in Oracle HCM Cloud allows assigning access to all checklist categories or specific ones via custom roles, configured in "Manage Roles," as per the "Implementing Global Human Resources" guide.

Option C ("You can use Category Security to control what categories users see when creating templates on the Create Checklist Template page and when creating a personal journey in the Journeys app"): True.

Category Security restricts visibility and creation rights by category (e.g., Compensation), applied to templates and journeys, detailed in the "Using Checklists" guide.

Option A ("This is not currently an option in the application"): False. Oracle supports category-level access control.

NEW QUESTION # 113

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person EmploymentInformation page of the Person Spotlight Page of their direct reports?

- **A. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment**
- B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- C. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- D. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.

* Option A: Correct. Line Managers can:

* Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.

* Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.

* Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.

* Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.

The correct answer is A, reflecting standard Line Manager actions in "Using Global Human Resources."

NEW QUESTION # 114

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 rejected 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 approved the request.

Answer: A,B

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.

NEW QUESTION # 115

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction goes into error because it was not auto-claimed.
- B. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.

Answer: C,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, approval rules for transactions like Change Manager are managed via BPM Worklist. The "Application Role" approval type routes tasks to all users with that role (e.g., HR Specialist Sales), and the "Enable Auto Claim" setting determines assignment behavior.

* Option A: Incorrect. Disabling auto-claim does not cause an error; it simply requires manual claiming before approval can proceed.

* Option B: Correct. When auto-claim is disabled, the transaction is sent to all users with the HR Specialist Sales role, appearing in their worklist for claiming.

* Option C: Incorrect. Without auto-claim, the transaction is not automatically assigned; it requires manual intervention.

* Option D: Incorrect. In a parallel approval to multiple role holders, one rejection typically stops the process unless configured otherwise (e.g., consensus or first responder), which is not specified here.

* Option E: Correct. With auto-claim disabled, an HR Specialist Sales representative must manually claim the transaction from the worklist to proceed with approval.

The correct answers are B and E, as detailed in "Using Global Human Resources" under Approval Configuration.

NEW QUESTION # 116

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. The Human Resources Representative cannot override the default changes.
- B. A new work relationship in the destination legal employer is not created automatically.
- **C. A new work relationship in the destination legal employer is created automatically.**
- **D. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.**
- **E. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.**

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.

* Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.

* Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.

* Option E ("A new work relationship in the destination legal employer is created automatically"): True.

A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.

* Option A ("A new work relationship in the destination legal employer is not created automatically"):

False. This contradicts the automated nature of Global Transfer.

* Option B ("The Human Resources Representative cannot override the default changes"): False.

Overrides are allowed, as noted in Option C.

NEW QUESTION # 117

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