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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q50-Q55):

NEW QUESTION # 50

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. June 12, 2023 for Person and January 1, 2023 for Assignment

- B. January 1, 2023 for Assignment and July 11, 2023 for Person
- C. August 15, 2023 for Person and June 12, 2023 for Assignment
- **D. June 12, 2023 for Person and Assignment**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

NEW QUESTION # 51

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. Action Type was not defined for the checklist.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. Action Reasons were not defined in the checklist.
- **D. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.**

Answer: D

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, checklists are used to manage tasks associated with specific HR processes, such as offboarding. When a checklist template is created with a category (e.g., Offboarding) and an action (e.g., Termination), it must be allocated to a worker to appear in the Manage Allocated Checklist region. The allocation does not happen automatically upon termination unless a specific process is triggered.

Option D ("The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person") is correct.

Oracle HCM Cloud provides a seeded process called "Allocate Checklists," which must be scheduled or run manually to assign checklists to eligible workers based on predefined criteria (e.g., termination action). If this process is not executed after the termination, the checklist will not appear in the Manage Allocated Checklist region, even if the template is correctly configured. The documentation in

"Implementing Global Human Resources" explains that checklist allocation relies on this process to match the worker's life event (e.g., termination) with the appropriate template.

* Option A ("Action Type was not defined for the checklist") is incorrect because the question states the checklist was created with an Action (Termination), implying the Action Type is defined. Action Type is a higher-level classification (e.g., Termination), and its presence is assumed here.

* Option B ("The Action associated with the checklist does not match the Action selected during the termination process") could be a potential issue, but the question specifies the checklist uses the "Termination" action, which aligns with the employee retiring (a form of termination). Without evidence of a mismatch, this is not the primary cause.

* Option C ("Action Reasons were not defined in the checklist") is incorrect because Action Reasons are optional in checklist templates and not mandatory for allocation. The checklist can still be allocated based on the Action alone.

NEW QUESTION # 52

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 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.
- B. A new work relationship in the destination legal employer is not created automatically.
- C. 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.
- D. A new work relationship in the destination legal employer is created automatically.
- E. The Human Resources Representative cannot override the default changes.

Answer: A,C,D

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 # 53

There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

- A. The employment model selected should be three-tier.
- B. No Employee or Contingent Worker work relationships should exist for that legal employer.
- C. The employment model selected should be one-tier.
- D. Manual worker-number generation for a legal employer can be selected at any time.
- E. There are no conditions. The worker generation method can be changed to automatic at any time.

Answer: D,E

Explanation:

Full Detailed In-Depth Explanation:

Worker number generation (distinct from person number) is configured at the enterprise level via "Manage Enterprise HCM Information" and can be overridden at the legal employer level via "Manage Legal Entity HCM Information." Option A: Incorrect. The employment model (one-tier, two-tier) does not dictate worker number generation override capabilities.

Option B: Correct. Manual worker number generation can be selected at the legal employer level at any time, overriding the enterprise setting, as the system allows flexibility in numbering methods.

Option C: Correct. There are no strict conditions (e.g., no work relationships) preventing a change to automatic generation at the legal employer level; it's a configuration option available anytime.

Option D: Incorrect. Three-tier models are not a requirement for overriding worker number generation.

Option E: Incorrect. Existing work relationships do not block changes to the generation method; the system adjusts new records accordingly.

The correct answers are B and C, per "Implementing Global Human Resources" on worker number setup.

NEW QUESTION # 54

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift. Which steps should you perform to achieve this?

- A. Create a shift, create a work pattern, and assign the work pattern through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- **C. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.**
- D. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:

- * Create a Shift: Define the shift (e.g., hours) in Manage Shifts.
- * Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.
- * Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.
- * Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.

Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.

NEW QUESTION # 55

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