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## Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q70-Q75):

NEW QUESTION # 70

Challenge 6

Manage Document Types

#### Scenario

The organization would like to track the certifications of all their instructors.

#### Task

Create a Document Type of certificate for Instructor Certifications, where:

The name of the certificate is X Instructor Certification

Approval is required

The deletion restriction is required

#### Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a document type for tracking instructor certifications in Oracle Global Human Resources Cloud, you need to use the Manage Document Type task within the Setup and Maintenance work area. The task involves creating a document type named "X Instructor Certification" with approval required and deletion restrictions enforced. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

#### Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

\* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Application Implementation Consultant role. These roles typically include permissions to access the Setup and Maintenance work area.

\* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing document types. Proper access ensures you can perform the task without restrictions.

#### NEW QUESTION # 71

You are setting up Core HR for a customer. During the work structure setup, you need to capture information such as work timings, standard working hours, organization manager and cost center.

Which type of organization allows you to maintain all these fields?

- A. Department
- B. Business Unit
- C. Legal Entity

#### Answer: A

Explanation:

In Oracle Global Human Resources Cloud, work structures include organizations like Legal Entities, Business Units, and Departments, each serving distinct purposes. The question asks which organization type allows capturing work timings, standard working hours, organization manager, and cost center during Core HR setup.

\* Option A: Legal Entity This option is incorrect. A Legal Entity represents a legal employer or registered organization for compliance and reporting (e.g., tax, payroll). While it captures attributes like name, address, and jurisdiction, it does not maintain fields for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.

\* Option B: Business Unit This option is incorrect. A Business Unit organizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll purposes, but it does not directly maintain work timings, organization manager, or cost center as part of its setup. Business Units are broader constructs and lack the granularity to manage department-specific operational details, ruling out this option.

\* Option C: Department This is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, Departments allow capturing:

\* Work timings: Configured via work schedules or shift details associated with the department.

\* Standard working hours: Defined to specify default hours for employees in the department (e.g., 40 hours/week).

\* Organization manager: Assigned to designate the department's manager or supervisor.

\* Cost center: Linked to track financial accountability for department activities. Oracle documentation confirms that Departments support these fields to manage workforce operations, making them the ideal organization type for this requirement.

\* Why this answer? Departments are designed to handle operational and workforce-related details, unlike Legal Entities (compliance-focused) or Business Units (transaction-focused). The ability to configure work timings, standard hours, managers, and cost centers aligns with the Department's role in Core HR setup, making C the correct choice.

## References

- \* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- \* Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."
- \* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- \* Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."
- \* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- \* Section: Workforce Structures: "Enhanced department configurations for operational management."

## NEW QUESTION # 72

During implementation, a two-tier employment model with multiple assignments has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- A. If employees exist within the enterprise and legal employer, the person model setting cannot be changed as there are no contract options that support a contract with multiple assignments.
- B. The client cannot move from a two-tier multiple assignment to a two-tier single contract and single assignment after implementation.
- C. **The client can change from any two-tier option to another at any point in time, irrespective of the existence of work relationships.**
- D. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees within the same legal employer.

### Answer: C

#### Explanation:

##### Full Detailed In-Depth Explanation:

Oracle Global Human Resources Cloud supports two-tier employment models: single assignment (SA) or multiple assignments (MA), with or without contracts (SC or MC). The employment model is set at the enterprise or legal employer level via "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information." Changing this model post-implementation is possible under certain conditions.

- \* Option A: Correct. Oracle allows flexibility to change the employment model (e.g., from two-tier MA to two-tier MC SA) at any time, even with existing work relationships, as long as data migration and configuration adjustments (e.g., contract setup) are handled. The system does not lock the model once set.
- \* Option B: Incorrect. The client can transition from two-tier MA to two-tier SC SA post-implementation, though it requires updating existing records and ensuring compliance with new contract rules.
- \* Option C: Incorrect. Within the same legal employer, only one employment model can be active at a time. Mixing MA for existing employees and MC SA for new hires in the same legal employer is not supported without separate legal employers or a model change.
- \* Option D: Incorrect. Contracts can coexist with multiple assignments if configured as multiple contracts (MC), so the model can be changed even with existing employees, contradicting this statement.

The correct answer is A, as per "Implementing Global Human Resources" on employment model flexibility.

## NEW QUESTION # 73

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A. Reference Data Sets
- B. Business Units
- C. Legal Entities
- D. Divisions
- E. Departments

### Answer: A,B,C,D

#### Explanation:

##### Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

- \* Divisions (A): Organizational units for segmenting the business.
- \* Legal Entities (C): Entities with legal standing for employment and payroll.
- \* Business Units (D): Operational units for managing transactions.
- \* Reference Data Sets (E): Sets for sharing data across business units.

#### NEW QUESTION # 74

Which three statements are true about Person Number? (Choose three.)

- A. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- B. Initial Person Number cannot be provided at enterprise level.
- C. Initial Person Number can be provided at enterprise level.
- D. Person Numbers for contacts are generated automatically.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created.

**Answer: C,D,E**

Explanation:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier assigned to individuals (employees, contingent workers, contacts, etc.). Its generation method can be configured at the enterprise level, and its behavior depends on the setup.

- \* Option A ("Initial Person Number can be provided at enterprise level"): True. During enterprise setup in the "Manage Enterprise HCM Information" task, you can specify whether Person Numbers are generated automatically or manually and provide an initial value (e.g., starting number). This is documented in the "Implementing Global Human Resources" guide.
- \* Option C ("Person Numbers for contacts are generated automatically"): True. Contacts (e.g., emergency contacts or dependents) automatically receive Person Numbers when created, regardless of the generation method for employees. This ensures uniqueness across all person types, as per Oracle's standard functionality.
- \* Option E ("If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created"): True. The generation method is configurable in the enterprise setup and can be changed from manual to automatic (or vice versa) at any time before or after records are created, though changes after record creation may require careful handling of existing data.
- \* Option B ("If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created"): False. This statement is incomplete and misleading. The method can be changed regardless of whether a record exists, but the wording implies a restriction that isn't accurate.
- \* Option D ("Initial Person Number cannot be provided at enterprise level"): False. As noted in Option A, the initial value can be set at the enterprise level.

#### NEW QUESTION # 75

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