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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q156-Q161):

NEW QUESTION # 156

Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. A function to add custom fields to document records
- **B. Capability to preview attachments directly on the page**
- C. Option to export document records to a CSV file

Answer: B

Explanation:

The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments, allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to

attachment content.

* Option A: Capability to preview attachments directly on the page This is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files. This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.

* Option B: Option to export document records to a CSV file While Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.

Since the question asks for a new feature, this option is less accurate compared to the preview capability.

* Option C: A function to add custom fields to document records Adding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Records pages, without having to download them to a local folder. You can preview both, reference info attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."

* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Document Records: "Describes managing document records, including viewing and attaching files."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

NEW QUESTION # 157

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- **B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.**
- C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- D. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 158

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. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- 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. The transaction goes into error because it was not auto-claimed.

Answer: C,D

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.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 159

An employee's job title was "Recruiter" as of January 01, 2024. However, on February 01, 2024, the job title was updated to "Consultant" in the system. The latest effective-dated employment record in the system is the one from February 01, 2024. On March 01, 2024, an HR specialist tries to search for the previous employment details of this employee using Global Search. The HR specialist enters the search keyword

"Recruiter" and the Effective Date value of January 31, 2024, since the employee's job title was Recruiter on that day. The search returns no rows.

What is the reason?

- A. The process failed on March 1st, 2024, but it ran successfully the day before.
- B. The process failed on January 31, 2024 but it ran successfully the following day.
- C. The process has successfully updated the most recent effective-dated job attribute in the keyword record.

Answer: C

NEW QUESTION # 160

A consultant is trying to modify an existing lookup type to add a lookup code. But, they are not able to add lookup code. What could be the possible reason?

- A. The lookup type has been defined as Read Only.
- B. The configuration level of lookup type is set as System.
- C. The configuration level of lookup type is set as User.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, lookup types are used to define lists of values (lookup codes) for fields, such as drop-down menus or selection lists. The question indicates that a consultant cannot add a lookup code to an existing lookup type, and we need to identify the reason. Lookup types have a configuration level that determines their modifiability: System, Extensible, or User.

* Option A: The lookup type has been defined as Read Only. This option is incorrect because Oracle HCM Cloud does not use a Read Only designation for lookup types. Instead, modifiability is controlled by the Configuration Level (System, Extensible, or

User). A System lookup type is non-editable, an Extensible lookup type allows adding new codes but not modifying predefined ones, and a User lookup type is fully editable. The term Read Only may be confused with System lookup types, but it is not a standard term in Oracle documentation for this context, making this option invalid.

* Option B: The configuration level of lookup type is set as System. This is the correct answer. Lookup types with a System configuration level are predefined by Oracle and cannot be modified by users, including adding, editing, or deleting lookup codes. For example, a lookup type like PER_PERSON_TYPE (for person types) is set as System, preventing consultants from adding new codes to maintain system integrity. If the consultant is trying to modify such a lookup type, they will be unable to add a lookup code, as the system restricts changes. Oracle documentation confirms that System lookup types are locked for modifications, making this the most likely reason.

* Option C: The configuration level of lookup type is set as User. This option is incorrect. A lookup type with a User configuration level is fully editable, allowing users to add, edit, or delete lookup codes as needed. For instance, a custom lookup type created for department categories would typically be User level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a User configuration level does not explain the issue.

* Why this reason? The inability to add a lookup code points to a restriction on the lookup type's modifiability. The System configuration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. Neither Read Only nor User accurately describes the restriction, as Read Only is not a valid term, and User allows modifications.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Lookups: "System lookup types are predefined and can't be modified. Extensible lookup types let you add new lookup codes, but you can't modify predefined codes. User lookup types are fully editable."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Manage Lookups: "You manage lookups using the Manage Common Lookups task. The configuration level determines whether you can add or modify lookup codes."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Configuration Enhancements: "Clarifications on lookup type management and restrictions."

NEW QUESTION # 161

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