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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q79-Q84):

NEW QUESTION # 79

As the Workflow Administrator, you are responsible for ensuring that approval workflows are handled on time. If you notice outstanding notifications, how can you move an approval along?

- A. Push back the workflow to another Approver.
- **B. Reassign the workflow to another Approver.**
- C. Approve the workflow on behalf of the assigned Approver.

Answer: B

NEW QUESTION # 80

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- B. All approvers must be present in the system; else, the promotion transaction fails.
- C. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.
- **D. While configuring Approval Group List Builder, select "Allow empty groups" as False.**
- E. While configuring Approval Group List Builder, select "Allow empty groups" as True.

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.

Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).

Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.

Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.

Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).

Option E: Flexfields don't control approval routing; they're for data capture, not process flow.

The correct answer is D, as per "Using Global Human Resources" on approval setup.

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

NEW QUESTION # 81

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Select Allow All Participants To Route Task To Other Participants.
- B. Deselect Allow Participants To Edit Future Participants.
- **C. Change the Task Aggregation configuration to Once Per Task.**
- D. Select Allow Participants To Edit Future Participants.
- E. Change the value of Complete Task Immediately When Participant Chooses to Approve.

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.

Option A: Routing to other participants doesn't address duplicate notifications for the same approver.

Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.

Option C: Immediate completion affects task closure timing, not notification frequency.

Option D: Editing future participants doesn't control notification aggregation.

Option E: Allowing edits to future participants is unrelated to duplicate notifications.

The correct answer is B, as per "Using Global Human Resources" on BPM approval configuration.

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

NEW QUESTION # 82

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

Answer: C

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 # 83

Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM Information task?

- **A. Position Synchronization**
- **B. Employment Model**
- C. Global Name Language
- **D. Work Day Information**
- E. Person Number Generation

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:

B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.

D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.

E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Manage HCM Information".

NEW QUESTION # 84

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