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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q149-Q154):

### NEW QUESTION # 149

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.

**Answer: B**

#### Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

The correct answer is E, per "Using Global Human Resources" on calendar event setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

#### NEW QUESTION # 150

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action. What are two reasons for this?

- A. The Add Assignment action was end-dated before your testing, so the effective start date is unavailable to select on the employment task.
- B. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.
- C. The worker you are using to test is a contingent worker, and you cannot have multiple assignments for contingent workers.
- D. The worker you are using to test has a current assignment that is suspended, and you can't add a second assignment when one is suspended.

#### Answer: A,B

#### Explanation:

In Oracle Global Human Resources Cloud, the ability to add an assignment depends on action availability, employment model, and worker status.

Option A: Correct. If the "Add Assignment" action (managed via Manage Actions) has an end date prior to the testing date (e.g., before March 19, 2025), it becomes unavailable in the UI, preventing selection.

Option B: Incorrect. A suspended assignment does not inherently block adding a second assignment; the system allows multiple assignments unless restricted by the employment model.

Option C: Correct. If the employment model is set to single-assignment (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), the system prohibits multiple assignments, hiding the "Add Assignment" action.

Option D: Incorrect. Contingent workers can have multiple assignments if the employment model allows it; this restriction is not universal.

The correct answers are A and C, per "Implementing Global Human Resources" on employment actions and models.

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

Actions and Action Types, Chapter 8: Employment Model Configuration.

#### NEW QUESTION # 151

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. An Action Type cannot be associated with user-defined actions.
- B. If Termination is an action, Normal Termination is an Action Type.
- C. Additional Action Types can be created.
- D. Action Types are seeded.
- E. Every Action Type can have multiple actions within it.

#### Answer: D,E

#### Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are

specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key. Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6: Actions and Action Types.

## NEW QUESTION # 152

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Content subscriber
- B. Educational establishment
- C. Content library
- D. Rating model
- E. Instance qualifier

### Answer: E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.

Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.

Option A ("Content library") stores competency definitions, not rating instances.

Option B ("Educational establishment") is unrelated to ratings.

Option C ("Rating model") defines the scale, not the instance.

Option D ("Content subscriber") relates to content sharing, not ratings.

References:

"Oracle Global Human Resources Cloud: Implementing Talent Management Base" - Competency framework and instance qualifiers.

"Oracle Human Resources Cloud: Using Talent Management" - Competency ratings.

## NEW QUESTION # 153

When working through configurations in the Functional Area, Workforce Deployment within FSM, are you required to access and configure the objects in the order listed on the page?

- A. No
- B. Yes

### Answer: A

Explanation:

Full Detailed in Depth Explanation:

In the Functional Setup Manager (FSM) under the Workforce Deployment functional area, Oracle HCM Cloud provides flexibility in configuration. The objects (e.g., Departments, Locations, Positions) listed on the page are not strictly required to be configured in the order they appear. While Oracle recommends a logical sequence (e.g., defining Departments before Positions), the system does not enforce this as a mandatory requirement. Implementers can adjust the order based on their implementation needs, as long as dependencies (e.g., a Position requiring a Department) are satisfied. The "Implementing Workforce Deployment" section of the Oracle documentation confirms this flexibility, stating that configuration order can vary depending on organizational requirements.

Thus, the correct answer is A.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Workforce Deployment Setup".

## NEW QUESTION # 154

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