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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q99-Q104):

NEW QUESTION # 99

Which three statements are true about HCM Cloud trees?

- A. You can create multiple trees for the geography tree type.
- B. You can create multiple versions of each tree.
- C. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.
- D. With the exception of geography trees, you can create multiple trees for each HCM tree type.

Answer: B,C,D

Explanation:

Full Detailed in Depth Explanation:

HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:

A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.

C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.

D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are limited to one per country due to their predefined structure.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Managing Trees".

NEW QUESTION # 100

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- **B. Line Managers can transfer their direct and indirect reports only.**
- C. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- **D. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.**
- **E. The Add Person tasks include creating a new person's first work relationship with the enterprise.**

Answer: B,D,E

Explanation:

Full Detailed in Depth Explanation:

The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.

Option B ("HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.

Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.

Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"):

True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.

Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.

Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Workforce Life Cycle and security.

"Oracle Human Resources Cloud: Using Global Human Resources" - Manager and HR roles.

NEW QUESTION # 101

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.

Which statement is correct?

- **A. You cannot make the "Archive After Months" field optional.**
- B. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.
- C. You can make the "Archive After Months" field optional.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through the Explore tab in the Journeys application. The Archive After Months field determines

how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.

* Option A: You can make the "Archive After Months" field optional. This option is incorrect.

According to Oracle documentation, the Archive After Months field is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in the Explore tab.

* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field. This option is incorrect. The Purge After Months field, which determines when a journey is permanently deleted after archiving, is separate from Archive After Months. Oracle documentation specifies that Archive After Months is a required field, and its value must be set independently of Purge After Months. There is no dependency requiring the purge duration to be entered first. In fact, Purge After Months may also be mandatory, but it does not gate the entry of Archive After Months.

* Option C: You cannot make the "Archive After Months" field optional. This is the correct answer.

When creating a Journey Template via the Explore tab, the Archive After Months field is mandatory, as confirmed by Oracle's 24C documentation. This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.

* Why this answer? The mandatory nature of the Archive After Months field supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it to Purge After Months is supported, making C the only accurate statement.

References

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

* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."

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

* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."

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

* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

NEW QUESTION # 102

Which new feature has been added to the Redwood Grade Rates page to enhance the search and filtering capabilities?

- **A. Capability to search and filter grade rate values by name, code, and set**
- B. A function to compare grade rates across different locations
- C. Option to add custom columns to the grade rate table

Answer: A

Explanation:

The Redwood Grade Rates page in Oracle Global Human Resources Cloud has been enhanced to improve usability, particularly in searching and filtering grade rate data. The question asks for the new feature added to enhance search and filtering capabilities. Oracle's 24C release notes highlight specific improvements to the Redwood interface for grade rates, focusing on streamlined data retrieval.

Option A: Capability to search and filter grade rate values by name, code, and set This is the correct answer. According to Oracle's 24C release notes, the Redwood Grade Rates page now includes advanced search and filtering capabilities, allowing users to search and filter grade rates by attributes such as name, code, and set. This enhancement enables HR specialists to quickly locate specific grade rates, for example, filtering by a grade rate name like "Salary Grade 1" or a set code tied to a legislative data group. The feature improves efficiency in managing compensation data, especially in organizations with extensive grade structures, and is explicitly documented as a new Redwood functionality.

Option B: Option to add custom columns to the grade rate table

This option is incorrect. Oracle documentation, including 24C and 25A release notes, does not mention the ability to add custom columns to the grade rate table as a new feature on the Redwood Grade Rates page.

While Oracle supports flexfields for customization in other areas, there is no evidence that this specific capability was introduced for grade rates. The focus of Redwood enhancements is on search, filtering, and UI improvements, not custom column additions.

Option C: A function to compare grade rates across different locations

This option is incorrect. There is no documented feature in the 24C or 25A releases that enables comparing grade rates across different locations on the Redwood Grade Rates page. While Oracle HCM Cloud supports location-based configurations (e.g., for

payroll or local regulations), the Redwood Grade Rates page enhancements center on search and filter improvements, not comparative analysis across locations. This functionality would require custom reporting or analytics, not a standard page feature. Why this feature?

The capability to search and filter by name, code, and set directly addresses the need for enhanced search and filtering, making it easier to manage grade rates in a user-friendly Redwood interface. This aligns with Oracle's focus on improving data accessibility and usability in the 24C release.

References

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

Section: Redwood Experience for Grade Rates Page: "You can now easily search and filter grade rate values by name, code, and set on the Grade Rates page." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID:

docs.oracle.com, Published: 2024-07-02 Section: Grade Rates Management: "Describes how grade rates are managed, including searching and filtering capabilities." Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

Section: Grade Rates Configuration: "Details on configuring and accessing grade rates, including set-based assignments."

NEW QUESTION # 103

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Patterns, Calendar Events, Shifts, Schedules
- B. Calendar Events, Shifts, Patterns, Schedules
- C. Schedules, Patterns, Shifts, Calendar Events
- D. Shifts, Schedules, Patterns, Calendar Events

Answer: A

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined. The Oracle documentation outlines this sequence—Patterns, Calendar Events, Shifts, Schedules—as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Define Availability Configuration Sequence".

NEW QUESTION # 104

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