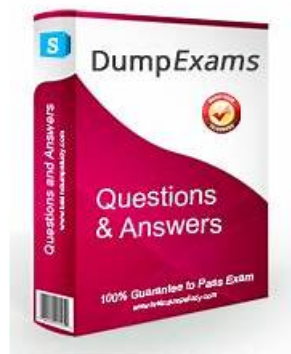


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q40-Q45):

NEW QUESTION # 40

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. You can create new lookup types but cannot modify the existing ones.
- B. You can access the task for profile options from the Setup and Maintenance menu.
- C. The system administrator must enable the lookup before it is modified in the work area.
- D. You cannot add new lookup codes and meanings to the existing lookup types.
- E. Oracle applications contain certain predefined system lookups that are locked for editing.

Answer: E

Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or "Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 5: Lookups and Value Sets.

NEW QUESTION # 41

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, job, department, geographies
- B. Organization, position, department, geographies
- C. Organization, job, division, geographies
- D. Organization, position, division, geographies
- E. Organization, position, division, establishment

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud

are:

- * Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.
- * Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.
- * Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.
- * Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.

* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Workforce Structures, Topic: Trees

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)

Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Workforce Structures, Section: Managing Trees (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

NEW QUESTION # 42

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content type, create content items for that type, link the content type to the model profile.
- B. Create a new content item, create a new content type, link the content item to the person profile.
- C. Create a new content item, create a new content type, link the content item to the model profile.
- **D. Create a new content type, create content items for that type, link the content type to the person profile.**

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13:

Workforce Profiles.

NEW QUESTION # 43

The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective

date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

- A. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.
- B. The employee is working as an employee in the Finance Department.
- **C. The employee was a contingent worker until December 31, 2014, and will rejoin as an employee on January 2, 2015.**
- D. The employee is working as a contingent worker in the Finance Department.
- **E. The employee is inactive as of January 1, 2015.**

Answer: C,E

Explanation:

The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter. No results on January 1, 2015, suggest the employee's record is not active or visible on that date.

Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesn't explain the issue.

Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record won't appear in active searches unless explicitly including inactive records.

Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome.

Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isn't specified.

Option E: Multiple assignments don't hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable.

The correct answers are B and C, per "Using Global Human Resources" on person search behavior.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 44

Which new field has been added to the Redwood Person Spotlight search and Quick Actions to enhance the person search functionality?

- A. Department
- **B. Person Number**
- C. Job Title

Answer: B

Explanation:

The Redwood Person Spotlight search and Quick Actions in Oracle HCM Cloud enhance user experience by improving person search functionality. The question asks which new field has been added to these features to enhance search capabilities.

* Option A: Person Number This is the correct answer. Oracle's 24C release notes specify that the Person Number field has been added to the Redwood Person Spotlight search and Quick Actions. This allows users to search for individuals using their unique person number (e.g., EMP12345), improving precision and speed in locating employee records, especially in large organizations. The addition of Person Number enhances the search functionality by providing a direct identifier, complementing existing fields like name or email.

* Option B: Job Title This option is incorrect. While Job Title is a searchable attribute in some HCM search contexts, Oracle's 24C and 25A release notes do not indicate that it was newly added to the Redwood Person Spotlight search or Quick Actions. Job title may already be part of other search criteria, but it is not highlighted as a new enhancement for this feature.

* Option C: Department This option is incorrect. Department is a common attribute in HCM searches, but there is no mention in Oracle's recent documentation of it being added as a new field to the Redwood Person Spotlight search or Quick Actions. The focus of the enhancement is on Person Number to improve identification accuracy.

* Why this answer? The addition of Person Number to the Redwood Person Spotlight search and Quick Actions directly enhances search precision, as it is a unique identifier for each employee. This aligns with Oracle's goal of streamlining user interactions in the Redwood interface, making A the correct choice.

References

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

* Section: Redwood Experience for Person Spotlight: "Added Person Number to search fields in Person Spotlight and Quick Actions to enhance search functionality."

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

- * Section: Person Search: "Describes search capabilities, including new fields like Person Number in Redwood interfaces."
- * Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20
- * Section: Search Enhancements: "Continued improvements to Person Spotlight with unique identifiers."

NEW QUESTION # 45

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