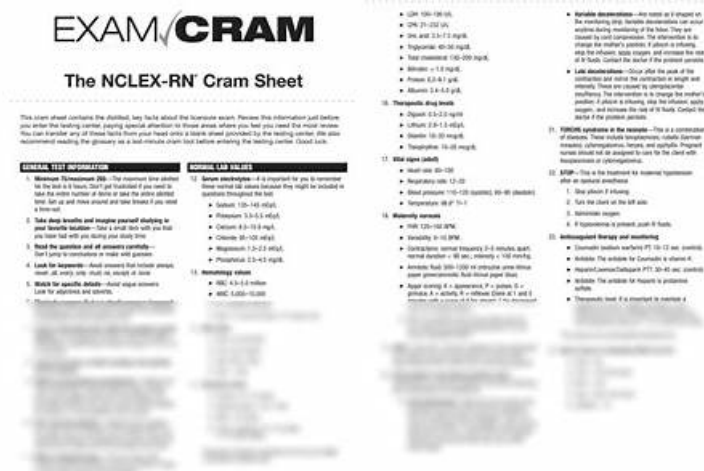


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q104-Q109):

NEW QUESTION # 104

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- **B. Structure Defined, Hierarchy Defined, Validation Defined**
- C. Hierarchy Defined, Structure Defined, Validation Defined
- D. Validation Defined, Hierarchy Defined, Structure Defined

Answer: B

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country,

state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographics Setup".

NEW QUESTION # 105

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- **A. Define the person's area of responsibility to reflect Fitness Representative.**
- B. Deploy a Key Flexfield to capture the information.
- C. Create a new job Fitness Representative and associate that to the person.
- D. Deploy a Descriptive Flexfield to capture the information.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud allows assigning responsibilities to individuals for specific tasks or groups, such as a Fitness Representative for a fitness program. The setup should leverage existing functionality efficiently.

Option D ("Define the person's area of responsibility to reflect Fitness Representative") is correct. In Oracle HCM, "Areas of Responsibility" (AOR) can be defined via the "Manage Areas of Responsibility" task to assign specific duties (e.g., Fitness Representative) to a person for a group of workers. This is a standard feature for designating responsibilities without requiring new jobs or flexfields, as outlined in the

"Implementing Global Human Resources" guide.

Option A ("Deploy a Key Flexfield to capture the information") is incorrect. Key Flexfields (KFFs) are used for structured data (e.g., job codes), not responsibilities.

Option B ("Deploy a Descriptive Flexfield to capture the information") could work for custom attributes but is overkill when AOR is available.

Option C ("Create a new job Fitness Representative and associate that to the person") is unnecessary; a job defines a role, not a specific responsibility for a program.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Areas of Responsibility.

"Oracle Human Resources Cloud: Using Global Human Resources" - Managing responsibilities.

NEW QUESTION # 106

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

Answer: D

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 # 107

Which is a new feature available on the Redwood Cancel Work Relationship page?

- A. Ability to track employee attendance and absences
- **B. Capability to record additional information during work relationship cancellation**
- C. Option to generate automated performance reports

Answer: B

Explanation:

The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.

* Option A: Ability to track employee attendance and absences Tracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.

* Option B: Capability to record additional information during work relationship cancellation This is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.

* Option C: Option to generate automated performance reports Generating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.

References

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

* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."

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

* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."

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

* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation"

NEW QUESTION # 108

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs and Positions are shared by Sets
- **B. When using positions, the grades that are specified for the job become the default grades for the position**
- **C. Jobs are shared by Sets and Positions are assigned to Business Units**
- **D. Positions may be added to a specific department and location**

Answer: B,C,D

Explanation:

Per the "Managing Workforce Structures" guide:

Option A: True. Grades defined for a Job default to the Position when created.

Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Structures, "Jobs and Positions Configuration" section.

NEW QUESTION # 109

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