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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q45-Q50):

NEW QUESTION # 45
Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action reason and associate it with the available action type, use it during termination
- B. Create a new action type, create a new action, create a new action reason and use it during termination
- C. Create a new action, create a new reason and use it during termination
- D. Create a new action reason, associate the action reason with a new or existing action, use that action and action reason during termination
- E. Create a new action type, create a new action reason and use it during termination

Answer: D

Explanation:
To track voluntary terminations in Oracle Global Human Resources Cloud, the "Managing Workforce Records" guide advises:
Create a new action reason: Define a specific reason (e.g., "Voluntary Resignation").
Associate it with a new or existing action: Link it to an existing Action (e.g., "Termination") or create a new one (e.g., "Voluntary

Termination").
Reference:Oracle Global Human Resources Cloud - Managing Workforce Records, "Configuring Actions and Reasons for Termination" topic.

NEW QUESTION # 46
There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

- A. The employment model selected should be three-tier.
- B. Manual worker-number generation for a legal employer can be selected at any time.
- C. The employment model selected should be one-tier.
- D. No Employee or Contingent Worker work relationships should exist for that legal employer.
- E. There are no conditions. The worker generation method can be changed to automatic at any time.

Answer: B,E

Explanation:
Worker number generation (distinct from person number) is configured at the enterprise level via "Manage Enterprise HCM Information" and can be overridden at the legal employer level via "Manage Legal Entity HCM Information." Option A: Incorrect. The employment model (one-tier, two-tier) does not dictate worker number generation override capabilities.
Option B: Correct. Manual worker number generation can be selected at the legal employer level at any time, overriding the enterprise setting, as the system allows flexibility in numbering methods.
Option C: Correct. There are no strict conditions (e.g., no work relationships) preventing a change to automatic generation at the legal employer level; it's a configuration option available anytime.
Option D: Incorrect. Three-tier models are not a requirement for overriding worker number generation.
Option E: Incorrect. Existing work relationships do not block changes to the generation method; the system adjusts new records accordingly.
The correct answers are B and C, per "Implementing Global Human Resources" on worker number setup.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2:
Enterprise Structures.

NEW QUESTION # 47
A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application searches for the availability of date of birth and middle name to identify the matching record.
- B. Because the national identifier has changed, the system cannot identify the matching record.
- C. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- D. The application cannot identify the matching record and there will be two person records available for further processing.

Answer: C

Explanation:
Full Detailed in Depth Explanation:
Oracle HCM Cloud uses a matching algorithm to identify duplicate person records during processes like hiring or candidate application, even across different legal employers within the same enterprise. This is critical to avoid creating duplicate records when a person reapplies with a changed national identifier.
Option B ("The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same") is correct. The system employs a configurable person-matching rule that typically uses a combination of key attributes-first name, last name (or initial), and date of birth-to determine if a record already exists. This rule is designed to handle cases where the national identifier changes, as it does not rely solely on that field.
The "Implementing Global Human Resources" guide confirms this matching logic, noting that the system checks these attributes to prevent duplication.
Option A ("Because the national identifier has changed, the system cannot identify the matching record") is incorrect because the matching process does not depend solely on the national identifier.

Option C ("The application searches for the availability of date of birth and middle name to identify the matching record") is incorrect because middle name is not a standard required attribute in the default matching rule.

Option D ("The application cannot identify the matching record and there will be two person records available for further processing") is incorrect because the system is designed to detect matches and avoid duplicate records when possible.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Person Matching and Duplicate Prevention.

"Oracle Recruiting Cloud: Implementation Guide" - Candidate matching rules.

NEW QUESTION # 48

Which three options are true regarding Grade Ladders?

- A. A Grade Ladder can be created with a combination of both grades and grades with steps.
- B. Grade Ladders are used to group grades or grades with steps.
- C. Two types of Grade Ladders are available.
- D. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Answer: A,B,C

Explanation:

In Oracle Global Human Resources Cloud, Grade Ladders organize grades (flat pay levels) or grades with steps (progression points within a grade) to manage compensation structures.

Option A: Correct. Grade Ladders group grades (without steps) or grades with steps, providing a framework for salary progression or rate assignment, as defined in the "Manage Grade Ladders" task.

Option B: Incorrect. Oracle allows flexibility; a Grade Ladder can mix grades without steps and grades with steps, though it's less common and depends on configuration.

Option C: Correct. A Grade Ladder can include both types (grades and grades with steps), offering versatility in structuring pay scales, as supported by the system's grade ladder setup options.

Option D: Correct. Two types of Grade Ladders exist:

Grade Ladder with Grades: For flat grades without steps.

Grade Ladder with Steps: For grades with progression steps.

This is explicitly outlined in Oracle documentation.

The correct answers are A, C, and D, per "Implementing Global Human Resources" on grade structures.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 10:

Grade Structures.

NEW QUESTION # 49

Challenge 1

Manage Legal Addresses

Scenario

An organization has just acquired a company, that manufactures spring hinges for spectacles in Michigain.

You need to create a legal address for this company.

Task Create a legal address for the legal entity using the following details.

900 Main st, Dearborn Heights, Wayne, Michigan 48127.

Answer:

Explanation:

See the solution in Explanation below.

This task requires creating a legal address for a legal entity in Oracle Global Human Resources Cloud using the Manage Legal Addresses task. The address provided is 900 Main St, Dearborn Heights, Wayne, Michigan 48127, for a company recently acquired by the organization. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal addresses. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Addresses task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Address duty role).

Step 2: Navigate to Setup and Maintenance

Action:

From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Addresses task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in the Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Legal Addresses by scrolling or using the search bar (type "Manage Legal Addresses").

Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Addresses to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, positions, and addresses. The Manage Legal Addresses task is specifically designed to create and manage addresses for legal entities. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Addresses under Workforce Structures, and the task is accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Initiate Creation of a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).

This opens the Create Legal Address page for entering address details.

Explanation: The Manage Legal Addresses page displays a searchable list of existing addresses. The Create action starts the process of adding a new address, opening a form where address components can be entered.

Verification: Oracle's UI for managing addresses includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

Step 5: Enter the Address Details

Action: On the Create Legal Address page, enter the following details as provided in the scenario:

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter or select Wayne (if a dropdown is available, choose Wayne County; otherwise, type "Wayne").

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Type: Ensure Legal is selected or check the box for legal address usage (may appear as Address Purpose or Usage in some configurations).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Validate Address: Click the Validate button (if available) to verify the address format and accuracy using Oracle's address validation service.

Explanation:

Country, City, State, Postal Code: These are mandatory fields for US addresses, and the values must match the scenario exactly.

Address Line 1: "900 Main St" is the primary address component.

County: Wayne is the county for Dearborn Heights, Michigan, and should be included for accuracy, as it is part of the provided address.

Address Type/Purpose: The address must be designated as a Legal address to meet the scenario's requirement for a legal entity. This may be a checkbox or dropdown, depending on the UI.

Effective Start Date: Oracle uses effective dating for addresses to track validity periods. The current date (04/15/2025) is appropriate unless the acquisition date is specified.

Validation: Oracle's address validation (via third-party services like Loqate or internal rules) ensures the address is correct and formatted properly. If validation fails, manually confirm the details, as "900 Main St, Dearborn Heights, MI 48127" is a valid US address.

Verification: Oracle documentation specifies mandatory fields for US addresses and the availability of validation in the Manage Legal Addresses task. The address format aligns with US standards, and Wayne County is correctly associated with Dearborn Heights.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Legal Address

Action:

After entering and validating the address, click Save and Close (or Save if additional actions are needed).

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system, making it available for association with a legal entity. The Save and Close button finalizes the task, while Save allows further edits if needed. Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for address creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

In the search criteria, enter 900 Main St or Dearborn Heights and click Search.

Confirm that the new address appears with the details:

Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

Country: United States

Effective Start Date: 04/15/2025

Address Type: Legal

Explanation: Verification ensures the address was created correctly and is available for use. Searching by address components confirms the record's accuracy and checks for errors in data entry or validation.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Addresses page supports address searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Step 8: Associate the Address with a Legal Entity (Conditional)

Action:

If the scenario implies linking the address to a legal entity (as it states "for the legal entity"), navigate to the Manage Legal Entity task in the Workforce Structures functional area.

Search for the legal entity representing the acquired company (e.g., by name or identifier). If it does not exist, create a new legal entity using the Create action, providing details like name, jurisdiction (United States, Michigan), and type.

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Set the address as the Primary Legal Address if required.

Save the changes to the legal entity.

Explanation: While the scenario focuses on creating the address, Oracle best practices require associating a legal address with a legal entity for compliance, reporting, and operational use (e.g., tax filings). The Manage Legal Entity task allows linking the address to the entity. If the legal entity is not yet created, additional steps to create it are needed, but the scenario assumes the entity exists or will be set up separately. This step is conditional, as the task explicitly asks for address creation, but it ensures the address serves its intended purpose.

Verification: Oracle documentation confirms that legal addresses must be linked to legal entities via the Manage Legal Entity task, and the UI supports address selection.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Detailed Explanation

Purpose of Legal Addresses: Legal addresses are critical for legal entities, used for regulatory compliance (e.

g., tax reporting, legal filings) and operational purposes. The address 900 Main St, Dearborn Heights, Wayne, Michigan 48127 must be accurately recorded to represent the acquired company's location.

Address Validation: Oracle integrates with third-party services (e.g., Loqate) or uses internal rules to validate US addresses, ensuring fields like City, State, and Postal Code align. The provided address is valid, with Wayne as the county, which enhances accuracy.

Effective Dating: Legal addresses are effective-dated to track changes over time. The effective start date (e.

g., 04/15/2025) ensures the address is active from the specified date, supporting historical tracking if the address changes later.

Redwood Interface: In the Redwood interface (available in 24C and later), the Manage Legal Addresses page may feature enhanced UI elements (e.g., inline validation, improved search), but the core steps remain identical to the responsive interface.

Security Considerations: Only users with roles granting the Manage Legal Address privilege can perform this task. If access is denied, an administrator must assign the appropriate role.

Key Considerations

Accuracy: The address must be entered exactly as provided (900 Main St, Dearborn Heights, Wayne, Michigan 48127) to avoid validation errors. Typos or missing components (e.g., omitting Wayne County) could cause issues.

Validation Handling: If validation fails (e.g., due to service issues), manually confirm the address details, as the provided address is correct per US standards.

Legal Entity Association: While not explicitly required by the task, linking the address to a legal entity completes the setup. If the legal entity is undefined, coordinate with the implementation team to create it.

Audit Trail: Address creation generates an audit record, traceable via Audit Reports for compliance.

Time Zone: The address may prompt for a time zone (e.g., Eastern Time for Michigan). If required, select America/Detroit.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Address privilege, an error occurs. Solution: Assign the Application Implementation Consultant role or equivalent via Security Console.

Validation Failure: If the address validation service is unavailable or rejects the address, an error may appear. Solution: Verify the address manually (it is valid) and proceed, or contact Oracle Support if persistent.

Existing Address: If 900 Main St already exists, the system may prevent duplicate creation. Solution:
Search for the address first; if it exists, associate it with the legal entity instead of creating a new one.

Redwood UI Variations: The Redwood interface may rename buttons (e.g., Create as Add) or reorganize fields. Solution: Follow the field labels and ensure all required fields are populated.

References

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NEW QUESTION # 50

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