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Oracle Global Human Resources Cloud 2025
Implementation Professional
QUESTION & ANSWERS

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Implementation Professional

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q36-Q41):

NEW QUESTION # 36

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task. As an implementation consultant, how do you achieve this?

- A. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.
- **B. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.**
- C. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.

Answer: B

Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

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

* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

* Oracle Support Portal, Document ID: docs.oracle.com

* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

NEW QUESTION # 37

Which three statements are true about HCM Cloud trees?

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

Answer: A,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 # 38

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.

Which are three advantages of using Position Synchronization?

- A. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- B. The customer can configure which assignment attributes to synchronize from the position.
- C. If you use Position Synchronization, Manager Self Service cannot be used.
- D. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.

Answer: A,B,D

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager

Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

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

* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

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

* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

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

* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

NEW QUESTION # 39

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 is working as an employee in the Finance Department.
- B. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.
- 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 # 40

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

Answer: C

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 # 41

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