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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q150-Q155):

NEW QUESTION # 150

Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. Capability to preview attachments directly on the page
- B. Option to export document records to a CSV file
- C. A function to add custom fields to document records

Answer: A

Explanation:

The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments,

allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to attachment content.

* Option A: Capability to preview attachments directly on the page This is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files. This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.

* Option B: Option to export document records to a CSV file While Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.

Since the question asks for a new feature, this option is less accurate compared to the preview capability.

* Option C: A function to add custom fields to document records Adding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.

References

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

* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Records pages, without having to download them to a local folder. You can preview both, reference info attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."

* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."

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

* Section: Document Records: "Describes managing document records, including viewing and attaching files."

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

* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

NEW QUESTION # 151

What type of people within our system are assigned Person IDs?

- A. Employees, Contingent Workers, Non-Workers, Pending Workers
- B. Employees, Contingent Workers, Non-Workers
- C. Employees, Contingent Workers, Non-Workers, Pending Workers, Worker Contacts

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, a Person ID is a unique identifier assigned to individuals within the system who have a person record. The types of people assigned Person IDs include:

Employees: Full-time or part-time workers with an employment relationship.

Contingent Workers: Temporary or contract workers.

Non-Workers: Individuals like retirees or external contacts with a person record but no active work relationship.

Pending Workers: Individuals hired but not yet started (e.g., future-dated hires).

Worker Contacts: Emergency contacts or dependents linked to a worker's record, who also receive a Person ID for tracking purposes.

Option A omits Pending Workers and Worker Contacts, which are included in the system's person model.

Option C misses Worker Contacts, who are explicitly assigned Person IDs to manage relationships. Option B is the most comprehensive, aligning with Oracle's definition of person records in the "Person Management" guide, making B the correct answer. Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Person ID Assignment".

NEW QUESTION # 152

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Educate users not to use such Actions.
- C. Delete Actions.
- **D. Enter Action End Date.**

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.

Option A: Educating users is not a system-enforced solution and risks accidental use.

Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.

Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.

Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less reliable than end-dating.

The correct answer is C, as per "Implementing Global Human Resources" on Action management.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 153

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Action Reasons are seeded and cannot be defined by a user
- **B. Action Types are seeded and cannot be defined by a user**
- **C. Action Reasons are seeded and can be defined by a user**
- D. Actions are seeded and cannot be defined by a user

Answer: B,C

Explanation:

The Action framework in Oracle Global Human Resources Cloud governs transactions like promotions. The

"Managing Workforce Records" guide explains:

Action Reasons: Some are seeded (predefined by Oracle), but users can define additional custom Action Reasons to meet specific business needs (e.g., a new promotion reason like "Merit-Based"). This makes Option A correct.

Action Types: These are seeded (e.g., Promotion, Transfer) and cannot be user-defined, as they are core to the system's structure, making Option B correct.

Actions: While seeded Actions exist, users can create custom Actions and link them to Action Types, so Option C is incorrect.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions and Action Reasons" section.

NEW QUESTION # 154

As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory. What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. Worker competencies, languages, licenses and certifications, and school education information
- B. Work location, department, areas of expertise, and areas of interest
- **C. Work location, department, and languages**
- D. Work location, department, job title, and school education

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, Line Managers have elevated access in the Directory to search restricted worker information about their team, as per the "Using Global Human Resources" guide. This includes Work Location, Department, and Languages, which are not fully accessible to other workers (who see only public info) or HR administrators (unless role-configured). Option A includes "school education," which is private unless explicitly shared. Option B adds "areas of expertise/interest," visible to all via Spotlight. Option C includes competencies and certifications, which are restricted but not uniquely searchable by managers over HR admins. Option D is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Directory Search for Managers" section.

NEW QUESTION # 155

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