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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q109-Q114):

**NEW QUESTION # 109**
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, position, department, geographies
- B. Organization, job, division, geographies
- C. Organization, job, department, geographies
- D. Organization, position, division, establishment
- E. Organization, position, division, geographies

**Answer: A**

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 # 110

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are employees allowed to directly make on their own My Public Info page that all users with access to view their Public Spotlight can see?

- A. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- B. Home address, area of interest, contact information, profile photo, public message, and background photo
- C. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information
- D. About me, contact information, profile photo, public message, favorites, and background photo

**Answer: A**

Explanation:

In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).

Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.

Reference:Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

## NEW QUESTION # 111

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Deselect Allow Participants To Edit Future Participants.
- B. Change the value of Complete Task Immediately When Participant Chooses to Approve.
- C. Select Allow Participants To Edit Future Participants.
- D. Change the Task Aggregation configuration to Once Per Task.
- E. Select Allow All Participants To Route Task To Other Participants.

**Answer: D**

Explanation:
In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.
Option A: Routing to other participants doesn't address duplicate notifications for the same approver.
Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.
Option C: Immediate completion affects task closure timing, not notification frequency.
Option D: Editing future participants doesn't control notification aggregation.
Option E: Allowing edits to future participants is unrelated to duplicate notifications.
The correct answer isB, as per "Using Global Human Resources" on BPM approval configuration.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.


## NEW QUESTION # 112

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

**Answer: A,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 # 113

Which three options are true regarding Grade Ladders?

- A. A Grade Ladder cannot 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. A Grade Ladder can be created with a combination of both grades and grades with steps.
- D. Two types of Grade Ladders are available.

**Answer: B,C,D**

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 # 114**

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