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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q59-Q64):

### NEW QUESTION # 59

Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- A. You must have the user-defined alerts privilege to modify predefined alerts.
- B. You must have the predefined alerts privilege to create user-defined alerts.
- C. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.
- D. You must have both functional privileges and access to the REST API resources to create alerts.
- E. You can create alerts without having any privileges assigned to your user account.

Answer: A

Explanation:

Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.

Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's

"predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement.

Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Alerts Composer section.

## NEW QUESTION # 60

Challenge 3

Manage Reference Data Sets

Scenario

You require a reference set that will be used for associating different groups of departments, jobs, locations, and grades for the newly acquired company.

Task

Create a Set ID that will be used for the technology group, where:

The Code is XTECH

The Set Name is X Tech

**Answer:**

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a reference data set in Oracle Global Human Resources Cloud to associate departments, jobs, locations, and grades for a newly acquired company's technology group. The reference data set must have a Code of XTECH and a Set Name of X Tech. 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 reference data sets. The user must have permissions to access the Workforce Structures or Reference Data Sets functional area and the Manage Reference Data Sets task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Reference Data Set duty role).

\* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Reference Data Sets task is restricted to authorized users.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

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 Reference Data Sets task.

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

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

Step 3: Select the Appropriate Functional Area and Locate the Task

Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures. Alternatively, select Reference Data Sets if available, or use All Tasks to broaden the search.

In the task list, locate Manage Reference Data Sets by scrolling or using the search bar (type "Manage Reference Data Sets").

Click the Go to Task icon (typically a play button or arrow) next to Manage Reference Data Sets to open the task.

**Explanation:** The Manage Reference Data Sets task is typically found under the Workforce Structures or Reference Data Sets functional area, as it relates to configuring data sets for jobs, departments, locations, and grades. Using the search bar ensures quick access if the task list is extensive.

**Verification:** Oracle documentation lists Manage Reference Data Sets under Workforce Structures or as a standalone task in Setup and Maintenance, accessible in both Redwood and responsive interfaces.

**Reference:** Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Reference Data Sets.

**Step 4: Initiate Creation of a New Reference Data Set**

**Action:**

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

This opens the Create Reference Data Set page for entering the set details.

**Explanation:** The Manage Reference Data Sets page displays a searchable list of existing data sets. The Create action starts the process of adding a new reference data set, opening a form where the code and name can be specified.

**Verification:** Oracle's UI for managing reference data sets 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 Reference Data Sets.

**Step 5: Enter the Reference Data Set Details**

**Action:** On the Create Reference Data Set page, enter the following details as provided in the scenario:

**Set Code:** Enter XTECH.

**Set Name:** Enter X Tech.

**Description (optional):** Enter a description, e.g., "Reference data set for X Cloud Vision technology group".

**Module:** Select HCM Common or Workforce Structures (if prompted; typically defaults to HCM Common for cross-module sets).

**Effective Start Date:** Enter 04/15/2025 (current date, unless a specific date is required for the technology group).

**Status:** Ensure Active is selected (default setting).

**Explanation:**

**Set Code:** XTECH is a unique identifier for the reference data set, used by the system to associate it with departments, jobs, locations, and grades. It must match the scenario exactly.

**Set Name:** X Tech is the user-friendly name displayed in the UI, also matching the scenario.

**Description:** While optional, a description clarifies the set's purpose, especially for future reference (e.g., linking to the technology group).

**Module:** Reference data sets for HCM are typically under HCM Common, as they apply across workforce structures like jobs and departments. If prompted, this ensures broad applicability.

**Effective Start Date:** Oracle uses effective dating for reference data sets to track validity. The current date (04/15/2025) is appropriate unless otherwise specified.

**Status:** Active ensures the set is immediately usable for associating workforce structure components.

**Verification:** Oracle documentation specifies mandatory fields (Set Code, Set Name) and optional fields (Description, Module) for reference data sets. The provided details align with standard configurations for HCM data sets.

**Reference:** Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Reference Data Set Fields.

**Step 6: Save the Reference Data Set**

**Action:**

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the reference data set.

**Explanation:** Saving creates the reference data set in the system, making it available for associating with departments, jobs, locations, and grades. The Save and Close button finalizes the task, while Save allows additional configurations if needed. Oracle validates mandatory fields before saving.

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

**Reference:** Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Reference Data Sets.

**Step 7: Verify the Reference Data Set Creation**

**Action:**

Return to the Manage Reference Data Sets page.

In the search criteria, enter XTECH or X Tech and click Search.

Confirm that the new reference data set appears with the details:

**Set Code:** XTECH

**Set Name:** X Tech

**Status:** Active

**Effective Start Date:** 04/15/2025

**Description (if entered):** Reference data set for X Cloud Vision technology group  
**Explanation:** Verification ensures the reference data set was created correctly and is ready for use in associating workforce structures. Searching by code or name confirms the record's accuracy and checks for errors in data entry.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Reference Data Sets page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Reference Data Sets.

Step 8: Prepare for Association with Workforce Structures (Optional)

Action:

Note that the XTECH reference data set can now be used in tasks like Manage Departments, Manage Jobs, Manage Locations, and Manage Grades to assign the set to relevant records.

For example, when creating a department for the technology group, select XTECH in the Reference Data Set field to link it to this set.

Explanation: The scenario specifies that the reference data set is for associating departments, jobs, locations, and grades. While the task is to create the set, this step highlights its purpose. Associating the set occurs in separate tasks (not required here), but the XTECH set is now available for those configurations. This ensures the technology group's workforce structures are grouped logically.

Verification: Oracle documentation confirms that reference data sets are used to partition data across workforce structures, and the created set will appear in relevant setup tasks.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Using Reference Data Sets.

Detailed Explanation

Purpose of Reference Data Sets: Reference data sets partition data (e.g., departments, jobs, locations, grades) to manage scope and access across business units or organizations. The XTECH set isolates the technology group's workforce structures for the newly acquired company, ensuring data separation and reporting accuracy.

Set Code and Name: The Set Code (XTECH) is a system identifier, while the Set Name (X Tech) is user-facing. Both must be unique to avoid conflicts with other sets (e.g., COMMON or ENTERPRISE).

Scope of Use: The set will be referenced in tasks like Manage Jobs or Manage Departments to assign specific records to the technology group, supporting the acquired company's organizational structure.

Redwood Interface: In the Redwood interface (24C and later), the Manage Reference Data Sets page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the set is active for use, supporting future changes if the technology group's scope evolves.

Data Sharing: The set enables sharing or isolation of data, depending on configuration, which is critical for the acquired company's integration.

Key Considerations

Accuracy: The Set Code (XTECH) and Set Name (X Tech) must be entered exactly as specified to ensure system recognition and user clarity.

Uniqueness: The Set Code must not already exist. If XTECH is taken, an error occurs, requiring a unique code.

Module Selection: HCM Common is typically used for cross-structure sets, ensuring the set applies to departments, jobs, locations, and grades. If incorrectly set, it may limit usability.

Security: Only users with the Manage Reference Data Set privilege can perform this task. Role mismatches require administrative intervention.

Future Use: The set is ready for associating workforce structures but requires separate tasks to link specific records (e.g., a "Tech Department" to XTECH).

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Reference Data Set privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Duplicate Set Code: If XTECH already exists, the system prevents saving. Solution: Search for XTECH first; if it exists, coordinate with the implementation team to resolve conflicts or use a different code.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create ) or layouts. Solution: Follow field prompts and ensure Set Code and Set Name are completed.

Incorrect Module: If the wrong module is selected, the set may not appear in workforce structure tasks.

Solution: Use HCM Common unless specific restrictions apply.

Search Failure: If the set does not appear after creation, validation may have failed silently. Solution: Re-check all fields and resave, or contact Oracle Support.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Reference Data Sets: "Steps to create reference data sets, including code, name, and module." Section: Reference Data Sets in Workforce Structures: "Explains how sets associate jobs, departments, and other structures." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Reference Data Sets: "Details on configuring sets for data partitioning." Section: Workforce Structures: "Use of reference data sets in jobs, departments, locations, and grades." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Improved UI for reference data set management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Enhanced support for reference data sets in organizational setups."

### NEW QUESTION # 61

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date. What should you do to achieve the required functionality?

- A. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- **B. The worker must be added as a Pending Worker, and the enterprise or step checklist needs to be tied to the Add a Pending Worker action.**
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

**Answer: B**

Explanation:

Oracle Global Human Resources Cloud's checklist functionality allows tasks to be automatically allocated to workers based on specific triggers or actions. The requirement here is to allocate tasks before the hire date, which points to the use of the "Pending Worker" functionality, as employees are not fully active until their hire date.

Option A: A Pending Worker is a person added to the system before their official hire date (e.g., during recruitment or pre-boarding). Checklists can be tied to the "Add a Pending Worker" action, ensuring tasks are allocated automatically when the worker is entered as a pending worker. This meets the requirement of pre-hire allocation and is the correct approach per Oracle's checklist setup process.

Option B: Managers can manually allocate checklists from the Onboarding work area, but this is not automatic and does not guarantee allocation before the hire date, as it depends on manager intervention post-hire.

Option C: Areas of responsibility (AOR) can trigger checklists, but this is typically for existing employees when assigned specific responsibilities, not for pre-hire scenarios.

Option D: Life events (e.g., marriage, birth) can trigger checklists, but they are unrelated to the hiring process or pre-hire allocation.

Option E: Eligibility profiles can automate checklist allocation based on criteria (e.g., job, location), but they apply to active employees, not pending workers before their hire date.

The correct answer is A, as it leverages the Pending Worker action to meet the pre-hire requirement, as detailed in "Implementing Global Human Resources" under Checklist Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 11: Checklists.

### NEW QUESTION # 62

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

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

**Answer: B**

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 # 63

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations
- **B. Use the Configuration Set Migration tool within the Configuration > Migration work area**
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- D. Use the Configuration Package capabilities within the Configuration > Migration work area

**Answer: B**

Explanation:

Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.

Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

### NEW QUESTION # 64

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