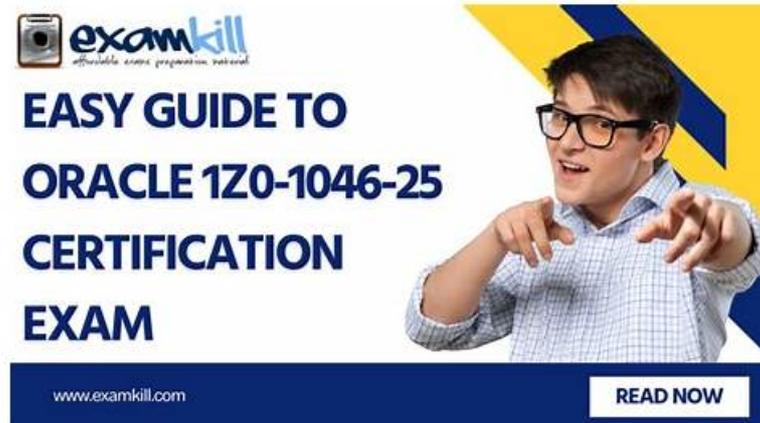


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q41-Q46):

NEW QUESTION # 41

When creating a Legal Entity, to allow for configuration of Work Day and Employment Model information on the Manage Legal Entity HCM Information task, which check box must be selected for configurable data to appear?

- A. Payroll Statutory Unit
- B. Legal Entity Identifier
- C. Legal Employer
- D. EIN or TIN

Answer: C

Explanation:

Full Detailed in Depth Explanation:

When creating a Legal Entity in Oracle HCM Cloud, selecting the Legal Employer check box designates the entity as an employer, unlocking additional configuration options in the Manage Legal Entity HCM Information task, such as Work Day Information and

Employment Model.

A(Payroll Statutory Unit) enables payroll-related settings but not necessarily Work Day or Employment Model.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Legal Entity Configuration".

NEW QUESTION # 42

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- **C. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User**
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, approval rules for transactions like Promote are configured in BPM Worklist with supported approval types.

Option A: "Parent Position" is not a standard approval type; "Position Hierarchy" is correct.

Option B: Correct. Supported types include:

Application Role (e.g., HR Specialist),

Approval Groups (static user lists),

Management Hierarchy (line managers),

Position Hierarchy (position-based),

Representative (e.g., delegate),

Self Auto Approve (initiator approves),

User (specific individual).

Option C: "Data Role" is a security concept, not an approval type.

Option D: "Enterprise Role" is not an approval type; "Parent Position" is incorrect.

The correct answer is B, per "Using Global Human Resources" on approval configuration.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 43

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. January 1, 2023 for Assignment and July 11, 2023 for Person
- **B. June 12, 2023 for Person and Assignment**
- C. August 15, 2023 for Person and June 12, 2023 for Assignment
- D. June 12, 2023 for Person and January 1, 2023 for Assignment

Answer: B

Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Management section.

NEW QUESTION # 44

Which three statements are true about Person Number? (Choose three.)

- A. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- B. Initial Person Number can be provided at enterprise level.
- C. Initial Person Number cannot be provided at enterprise level.
- D. Person Numbers for contacts are generated automatically.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created.

Answer: B,D,E

Explanation:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier assigned to individuals (employees, contingent workers, contacts, etc.). Its generation method can be configured at the enterprise level, and its behavior depends on the setup.

Option A ("Initial Person Number can be provided at enterprise level"): True. During enterprise setup in the "Manage Enterprise HCM Information" task, you can specify whether Person Numbers are generated automatically or manually and provide an initial value (e.g., starting number). This is documented in the "Implementing Global Human Resources" guide.

Option C ("Person Numbers for contacts are generated automatically"): True. Contacts (e.g., emergency contacts or dependents) automatically receive Person Numbers when created, regardless of the generation method for employees. This ensures uniqueness across all person types, as per Oracle's standard functionality.

Option E ("If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created"): True. The generation method is configurable in the enterprise setup and can be changed from manual to automatic (or vice versa) at any time before or after records are created, though changes after record creation may require careful handling of existing data.

Option B ("If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created"): False. This statement is incomplete and misleading. The method can be changed regardless of whether a record exists, but the wording implies a restriction that isn't accurate.

Option D ("Initial Person Number cannot be provided at enterprise level"): False. As noted in Option A, the initial value can be set at the enterprise level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Enterprise HCM Information, Person Number setup.

"Oracle Human Resources Cloud: Using Global Human Resources" - Person Number generation rules.

NEW QUESTION # 45

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. 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.
- B. 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.
- C. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- D. 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.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Answer: A

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 # 46

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