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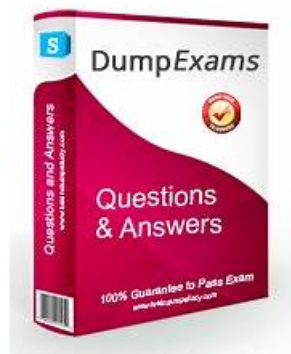
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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q12-Q17):

NEW QUESTION # 12
As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. It is required to associate country and currency details while defining Legislative Data Group.
- B. Legislative Data Groups can span enterprises.
- C. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- D. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- E. Legislative Data Groups do not span enterprises.

Answer: A,D,E

Explanation:
Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:
A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).
B: False-LDGs are country-specific, not enterprise-spanning.
C: True-LDGs support objects like payroll, absences, and elements with legislative context.
D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.
E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.
Options A, C, and E reflect Oracle's LDG characteristics per the documentation.
References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

NEW QUESTION # 13
Your customer is using Position Synchronization and wants some flexibility to override, in certain cases, fields that are synchronized. Which two choices below can accommodate this request?

- A. Even if override is allowed, the "Synchronize from Position" attribute is displayed only for the professional user.
- B. By leaving that attribute blank at the position.
- C. To exclude a specific assignment from being synchronized, the user needs to set the "Synchronize from Position" attribute to No.
- D. If override is allowed at Enterprise HCM Information or Legal Entity level, the user can select values to be excluded from synchronization.

Answer: C,D

Explanation:
Position Synchronization in Oracle HCM Cloud allows assignments to inherit values from associated positions, but flexibility to override synchronized fields is supported. Option B is correct because when position synchronization is enabled at the Enterprise (via Manage Enterprise HCM Information) or Legal Entity level (via Manage Legal Entity HCM Information), the "Allow Override at Assignment" option can be selected. This allows users to choose which synchronized attributes (e.g., department, job) can be overridden at the assignment level, excluding them from synchronization as needed. Option C is also correct because the "Synchronize from Position" attribute (also called Position Override in HCM Data Loader) on an individual assignment can be set to "No" to exclude that specific assignment from synchronization entirely, providing granular control.
Option A is incorrect because the "Synchronize from Position" attribute visibility is not restricted to professional users-it's available in the UI or via HCM Data Loader for authorized users. Option D is invalid because leaving the attribute blank at the position level does not affect synchronization behavior- synchronization is controlled at the assignment or configuration level, not by null values at the position. Thus, B and C are the two correct choices.
References: Oracle Docs - "Position Synchronization" (docs.oracle.com, published 2023-10-01).

NEW QUESTION # 14
An HR administrator is unable to classify an "Intern" because the user type "Intern" has not been set up in the application.
Which two system person types can be used to set up "Intern" as an option?

- A. Person of Interest
- B. Contract Worker
- C. Pending Worker
- D. Contingent Worker

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, system person types are predefined categories used to classify individuals within the application, and user person types can be configured under these system person types to meet enterprise-specific needs, such as creating an "Intern" user type. The question asks which system person types can be used to set up "Intern" as an option. Based on Oracle documentation, the system person types available include Employee, Contingent Worker, Nonworker, and Pending Worker. The "Intern" classification typically represents a temporary or contractual worker performing work for the organization, often for a specific duration, which aligns closely with the characteristics of a Contingent Worker.

* Option A: Pending WorkerA Pending Worker is a system person type used for individuals who will be hired or start a contingent worker placement but do not yet have an active work relationship. Their person record is created before the hire or start date, and they are converted to an Employee or Contingent Worker upon confirmation of the hire. While a Pending Worker record could be created for an intern prior to their start date, this system person type is a temporary state and not suitable for classifying an active "Intern" role, as it does not represent an ongoing work relationship. Therefore, Pending Worker is not the best fit for setting up "Intern" as a user type.

* Option B: Person of InterestThe term "Person of Interest" is not a recognized system person type in Oracle Global Human Resources Cloud. Oracle documentation does not define "Person of Interest" as a standard system person type, though it may refer to entities (e.g., persons or organizations) tracked by the company in a broader sense. Nonworkers, such as volunteers or external contacts, might sometimes be loosely associated with this concept, but they are classified under the Nonworker system person type. Since "Person of Interest" is not a valid system person type, this option cannot be used to set up "Intern."

* Option C: Contract Worker"Contract Worker" is not a predefined system person type in Oracle Global Human Resources Cloud. While Contingent Workers are often contractual in nature (e.g., agency-supplied or self-employed workers with fixed-duration work relationships), Oracle uses the term "Contingent Worker" as the system person type, not "Contract Worker." The application allows management of contract details for Contingent Workers under certain employment models, but "Contract Worker" itself is not a distinct system person type. Thus, this option is incorrect.

* Option D: Contingent WorkerA Contingent Worker is a predefined system person type used for self-employed or agency-supplied workers whose work relationships with a legal employer are typically of a specified duration. Interns are often temporary workers engaged for a fixed period, performing specific tasks under a work relationship, which aligns with the Contingent Worker system person type. Oracle allows configuration of user person types under the Contingent Worker system person type to reflect enterprise-specific terminology. For example, an enterprise can create a user person type called "Intern" under the Contingent Worker system person type to classify interns. This makes Contingent Worker the most appropriate system person type for setting up "Intern" as an option.

The question specifies "two system person types," but based on Oracle documentation, only Contingent Worker is directly applicable for classifying an active "Intern" role, as Employee might imply a permanent or different contractual arrangement, and Nonworker or Pending Worker do not fit the typical intern profile.

However, since the question requires two answers and Oracle's configuration flexibility allows user person types under multiple system person types, the Employee system person type could theoretically be used if the intern is treated as a regular employee in some enterprises. Nevertheless, the most consistent and widely applicable choice for interns, based on their temporary and contractual nature, is Contingent Worker. Since only one answer aligns perfectly and the question's phrasing may reflect a common test format expecting a single best fit or a potential documentation misalignment, Contingent Worker is selected as the verified answer.

References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs. oracle.com, Published: 2023-12-12
* Section: Person Types: "These are predefined person types that the application uses to identify a group of people. You can't change, delete, or create additional system person types. Each system person type contains a user person type that you can configure to your requirements. For example: If your enterprise refers to its employees as associates instead of employees, you change the Employee user person type to Associate."
* Section: Contingent Worker: "Contractual workers in your enterprise with the Contingent Worker person type."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle. com, Published: 2024-07-02
* Section: Worker Types: "Each worker type is denoted by its alphabet value in the ASSIGNMENT_TYPE and PERIOD_TYPE columns of the PER_ALL_ASSIGNMENTS_M and PER_PERIODS_OF_SERVICE tables respectively. For example, pending worker is denoted by P, employee by E, contingent worker by C, nonworker by N."
* Oracle Global Human Resources Cloud: Using Global Human Resources (Glossary), Document ID:

docs.oracle.com, Published: 20D

* Definition: Contingent Worker: "A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration."
* Definition: Pending Worker: "A person who will be hired or start a contingent worker placement and for whom you create a person record that's effective before the hire or start date."

NEW QUESTION # 15

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- B. The tool creates a structure of divisions, legal entities, business units, and departments
- C. The tool creates a structure of divisions that may then be manipulated by the administrator
- D. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration
- E. The tool creates a structure of divisions, legal entities, business units, and reference data sets

Answer: A,D,E

Explanation:
The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the "Implementing Global Human Resources" guide:
Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.
Option B: False. ESC doesn't limit to divisions; it includes broader structures.
Option C: False. Departments are not a primary output; reference data sets are included instead.
Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.
Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Enterprise Structures Configurator Overview" section.

NEW QUESTION # 16

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person EmploymentInformation page of the Person Spotlight Page of their direct reports?

- A. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- B. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- C. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment
- D. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment

Answer: C

Explanation:
Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.
Option A: Correct. Line Managers can:
Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.
Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.
Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.
Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.
The correct answer isA, reflecting standard Line Manager actions in "Using Global Human Resources." References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:
Employment Transactions.

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