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Oracle Global Human Resources Cloud 2025 Implementation Professional

Sample Questions (Q109-Q114):

NEW QUESTION # 109

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker must have been added as an applicant in Recruiting Cloud
- B. The worker needs to be added as an Employee with a future hire date
- C. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date

Answer: C

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

NEW QUESTION # 110

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 Employment Information page of the Person Spotlight Page of their direct reports?

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

Answer: B

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 is A, reflecting standard Line Manager actions in "Using Global Human Resources." References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7: Employment Transactions.

NEW QUESTION # 111

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

- A. Person Numbers for contacts are generated automatically.
- B. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- C. Initial Person Number cannot be provided at enterprise level.
- D. Initial Person Number can be provided at enterprise level.

- 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: A,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 # 112

From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Positions read-only page
- B. Redwood Jobs page
- C. Redwood Locations page
- D. Redwood Person Spotlight page

Answer: A

Explanation:

The question asks from which Redwood page the existing HCM Position Hierarchy can be accessed. Position Hierarchies in Oracle HCM Cloud define relationships between positions (e.g., reporting structures), and Redwood pages provide enhanced interfaces for workforce management tasks.

* Option A: Redwood Positions read-only page This option is incorrect. The Redwood Positions page manages location records (e.g., office addresses), not position hierarchies. Oracle documentation does not indicate any functionality for accessing position hierarchies from this page, as locations and positions serve distinct purposes in workforce structures.

* Option B: Redwood Person Spotlight page This option is incorrect. The Redwood Person Spotlight page focuses on person searches and quick actions (e.g., viewing employee details). While it may display an employee's position, it does not provide access to the full position hierarchy structure, which is a separate configuration, making this option invalid.

* Option C: Redwood Positions read-only page This is the correct answer. The Redwood Positions read-only page (introduced in 24C) allows users to view position details and access related configurations, including the existing HCM Position Hierarchy. Oracle's release notes confirm that this page includes functionality to open and view position hierarchies, enabling users to navigate reporting relationships and position structures directly from the Redwood interface.

* Option D: Redwood Jobs page This option is incorrect. The Redwood Jobs page manages job definitions (e.g., job codes, families), not position hierarchies. While jobs are linked to positions, the position hierarchy is a distinct structure managed separately, and Oracle documentation does not support accessing hierarchies from the Jobs page.

* Why this answer? The Redwood Positions read-only page is designed for position management tasks, including accessing hierarchies, aligning with Oracle's Redwood enhancements for workforce structures. Other pages focus on unrelated entities (locations, persons, jobs), making C the correct choice.

References

- * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- * Section: Redwood Positions Page: "The Redwood Positions read-only page now allows opening the existing HCM Position Hierarchy."
- * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- * Section: Position Management: "Position hierarchies can be viewed and managed from position- related pages."
- * Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- * Section: Position Hierarchies: "Describes how to access and configure position relationships."

NEW QUESTION # 113

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

- A. The second-level approver might have executed a pushback on the request.
- B. The second-level approver might have approved the request.
- C. The second-level approver might have opted for an ad hoc route.
- D. The second-level approver might have rejected the request.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

- * The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
- * The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

- * Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.
- * Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

- * Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.
- * Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Approvals and Notifications, Topic: Managing Approvals (<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: Approval Management, Section: Configuring Approval Policies (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>) Oracle HCM Cloud, Administering Transaction

Console, Topic: Approval Workflow Actions (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/administering-global-human-resources/index.html>)

NEW QUESTION # 114

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