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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q135-Q140):

NEW QUESTION # 135

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.
- C. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.

- **D. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.**

Answer: B,D

Explanation:

Full Detailed in Depth Explanation:

Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.

Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object, allowing manual selection during assignment updates, as per the "Implementing Global Human Resources" guide.

Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.

Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.

Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Workforce Structures and Flexfields.

"Oracle Human Resources Cloud: Using Workforce Structures" - Organization hierarchy.

NEW QUESTION # 136

Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.
- B. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.
- **C. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.**

Answer: C

Explanation:

The organization needs to download a large number of document records and their attachments for specific document types (Degree or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.

* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate. This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Types task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.

* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.

* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The Enterprise HCM Information task configures enterprise-level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.

* Why this answer? The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.

References

- * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- * Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."
- * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- * Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."
- * Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- * Section: Document Management: "Details on configuring document types for mass operations."

NEW QUESTION # 137

You are working with a customer whose enterprise operates in a country that requires contract information for employees.

Which two employment models can be configured to meet the customer's needs?

- A. Multiple assignments
- B. Multiple contract - Single assignment
- C. Single assignment with contracts
- D. Contract assignment

Answer: B,C

Explanation:

In Oracle Global Human Resources Cloud, employment models define how work relationships, assignments, and contracts are structured for employees to meet organizational and regulatory requirements. The scenario indicates that the customer operates in a country requiring contract information for employees, implying that the system must support the tracking of employment contracts. Oracle provides several employment models, including Single Assignment, Single Assignment with Contract, Multiple Assignments, and Multiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.

* Option A: Contract assignment There is no employment model in Oracle Global Human Resources Cloud explicitly named Contract assignment. Oracle documentation defines employment models such as Single Assignment, Single Assignment with Contract, and Multiple Contract - Single Assignment, but Contract assignment is not a recognized term or model. It may be confused with contract-related configurations, but it does not exist as a distinct model. Therefore, this option is incorrect.

* Option B: Single assignment with contracts This is a valid employment model and a correct answer.

The Single Assignment with Contract model is designed for scenarios where an employee has one work relationship, one assignment, and one or more employment contracts associated with that assignment. This model supports countries that mandate contract information, such as start and end dates, contract types (e.g., fixed-term or permanent), and other contractual terms. The model allows the enterprise to track contract details in the Employment Terms section, ensuring compliance with local regulations. For example, an employee might have a single assignment as a "Consultant" with multiple fixed-term contracts linked to it, each with distinct terms. This model is ideal for the customer's requirement to track contract information.

* Option C: Multiple assignments The Multiple Assignments model allows an employee to have one work relationship with multiple assignments, each representing different roles or jobs within the organization (e.g., an employee working as both a "Teacher" and an "Administrator"). While this model supports flexibility in managing multiple roles, Oracle documentation does not indicate that it inherently includes contract information as a mandatory component. Contracts can be associated with assignments in other models (e.g., Single Assignment with Contract), but the Multiple Assignments model focuses on assignment multiplicity rather than contract tracking. Since the customer's requirement emphasizes contract information, this model is not the best fit and is incorrect.

* Option D: Multiple contract - Single assignment This is a valid employment model and a correct answer. The Multiple Contract - Single Assignment model is specifically designed for scenarios where an employee has one work relationship, one assignment, and multiple contracts linked to that assignment, with each contract potentially having different terms or conditions. This model is used in countries where regulatory requirements mandate tracking multiple contracts for a single role, such as in cases of temporary or project-based contracts. For example, an employee in a single assignment as a "Developer" might have multiple contracts for different projects, each with unique durations or clauses.

This model directly supports the customer's need to track contract information and is appropriate for the scenario.

* Why these two models? Both Single Assignment with Contract and Multiple Contract - Single Assignment explicitly support the tracking of contract information, which is the core requirement of the scenario. The Single Assignment with Contract model is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while the Multiple Contract

- Single Assignment model is used when multiple concurrent or sequential contracts are needed for regulatory compliance. These models allow the customer to capture contract details like type, duration, and terms, ensuring adherence to local laws. The other

options (Contract assignment and Multiple Assignments) do not align with Oracle's predefined models or the requirement for contract information.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Employment Models: "Oracle Fusion HCM provides these employment models: single assignment, single assignment with contract, multiple assignments, multiple assignments with contract, multiple contract - single assignment. You select an employment model when you create a legislative data group."

* Section: Single Assignment with Contract: "Use this model to manage employees who have one assignment and one or more contracts in a single work relationship."

* Section: Multiple Contract - Single Assignment: "Use this model for employees who have multiple contracts associated with a single assignment in a single work relationship."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Employment Contracts: "Some countries require that you record contract information for employees. You can associate one or more contracts with an employee assignment when using the single assignment with contract or multiple contract - single assignment employment models."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Employment Model Enhancements: "Continued support for contract-based employment models to meet global regulatory requirements."

NEW QUESTION # 138

Identify the set enabled objects that are used for partitioning reference data.

- A. Enterprise, legal entity, business unit, position
- **B. Department, location, jobs, grades**
- C. Legal entity, department, division, location
- D. Jobs, grades, salary plan, rates

Answer: B

Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud uses Set-enabled objects, as per the "Implementing Global Human Resources" guide. These include Department, Location, Jobs, and Grades, which can be assigned to Sets for data sharing across business units (Option D). Option A includes non-set-enabled objects like legal entity. Option B includes "salary plan" and "rates," which aren't standard set-enabled objects. Option C includes enterprise and business unit, which define structure, not reference data partitioning. Thus, Option D is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Reference Data Sets" section.

NEW QUESTION # 139

You are assigned to work with a customer who uses Checklists. This organization is an ever-changing organization and needs to be nimble with Checklist requirements. There are many instances where Journey Templates as well as Tasks may need to be updated even after a Journey has been assigned. How can you accommodate this?

- **A. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.**
- B. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is mandatory to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- C. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in

progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using a list of person names. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.

Answer: A

Explanation:

The "Update Assigned Journey Attributes Based on Modified Journey Template" process in Oracle HCM Cloud allows updates to assigned journeys and tasks after modifications to the underlying template. The documentation specifies that this process synchronizes only in-progress journeys/tasks (not terminal statuses like Completed or Cancelled). Key parameters include Checklist Name and Task Name, where providing a Task Name makes Checklist Name optional-not mandatory-allowing flexibility in targeting specific tasks across checklists. Parameters are displayed as IDs in the ESS Process Details dialog box. Users can specify a comma-separated list of person numbers to limit updates to specific individuals; otherwise, all open allocations are updated.

Option A incorrectly mentions "list of person names" instead of person numbers, which is not supported.

Option B wrongly states that Checklist Name is mandatory with Task Name, contradicting the documentation.

Option C correctly aligns with Oracle's description: optional Checklist Name with Task Name, comma-separated person numbers, and broad synchronization if unspecified, making it the accurate choice.

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

NEW QUESTION # 140

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