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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q105-Q110):

### NEW QUESTION # 105

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Educational establishment
- **B. Instance qualifier**
- C. Rating model
- D. Content library
- E. Content subscriber

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.

Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.

Option A ("Content library") stores competency definitions, not rating instances.

Option B ("Educational establishment") is unrelated to ratings.

Option C ("Rating model") defines the scale, not the instance.

Option D ("Content subscriber") relates to content sharing, not ratings.

References:

"Oracle Global Human Resources Cloud: Implementing Talent Management Base" - Competency framework and instance qualifiers.

"Oracle Human Resources Cloud: Using Talent Management" - Competency ratings.

### NEW QUESTION # 106

There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

- A. The employment model selected should be one-tier.
- **B. Manual worker-number generation for a legal employer can be selected at any time.**
- C. The employment model selected should be three-tier.
- **D. There are no conditions. The worker generation method can be changed to automatic at any time.**
- E. No Employee or Contingent Worker work relationships should exist for that legal employer.

**Answer: B,D**

Explanation:

Worker number generation (distinct from person number) is configured at the enterprise level via "Manage Enterprise HCM Information" and can be overridden at the legal employer level via "Manage Legal Entity HCM Information." Option A: Incorrect. The employment model (one-tier, two-tier) does not dictate worker number generation override capabilities.

Option B: Correct. Manual worker number generation can be selected at the legal employer level at any time, overriding the enterprise setting, as the system allows flexibility in numbering methods.

Option C: Correct. There are no strict conditions (e.g., no work relationships) preventing a change to automatic generation at the legal employer level; it's a configuration option available anytime.

Option D: Incorrect. Three-tier models are not a requirement for overriding worker number generation.

Option E: Incorrect. Existing work relationships do not block changes to the generation method; the system adjusts new records accordingly.

The correct answers are B and C, per "Implementing Global Human Resources" on worker number setup.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

### NEW QUESTION # 107

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, division, geographies
- B. Organization, position, division, establishment
- **C. Organization, position, department, geographies**
- D. Organization, job, department, geographies
- E. Organization, job, division, geographies

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

- \* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.
- \* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.
- \* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.
- \* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

- \* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.
- Additionally, division is not a predefined tree structure in Oracle HCM Cloud.
- \* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.
- \* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.
- \* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Workforce Structures, Topic: Trees

(<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: Workforce Structures, Section: Managing Trees (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

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## NEW QUESTION # 108

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.

Which are three advantages of using Position Synchronization?

- A. If you use Position Synchronization, Manager Self Service cannot be used.
- **B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.**
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. The customer can configure which assignment attributes to synchronize from the position.

**Answer: B,C,D**

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this

functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

\* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer. Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

\* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

\* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

\* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

\* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

#### References

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

\* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

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

\* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

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

\* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

## NEW QUESTION # 109

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. There is always a one-to-one relationship between Action Type and Action.
- B. It is mandatory to associate Actions with Action Reasons.
- C. **Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.**
- D. The history of effective date changes can be tracked well by using the Actions framework.

#### Answer: C,D

Explanation:

Full Detailed in Depth Explanation:

Actions and Action Reasons in Oracle HCM Cloud categorize and explain employment events (e.g., hires, terminations), supporting tracking and analytics.

Option A ("Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary"): True. Oracle Workforce Predictions leverages Actions (e.g., Termination) and Action Reasons (e.g., Resignation vs. Layoff) to classify terminations, as detailed in the "Using Workforce Predictions" guide.

Option B ("The history of effective date changes can be tracked well by using the Actions framework"): True.

The Actions framework logs changes (e.g., promotions, transfers) with effective dates, providing a clear audit trail, per the "Implementing Global Human Resources" guide.

Option C ("It is mandatory to associate Actions with Action Reasons"): False. Action Reasons are optional; an Action (e.g., Termination) can be recorded without a reason.

Option D ("There is always a one-to-one relationship between Action Type and Action"): False. Action Types (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination).

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Actions and Action Reasons setup.

"Oracle Human Resources Cloud: Using Workforce Predictions" - Predictive analytics data sources.

## NEW QUESTION # 110

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