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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q19-Q24):

**NEW QUESTION # 19**
A consultant is trying to modify an existing lookup type to add a lookup code. But, they are not able to add lookup code.
What could be the possible reason?

- A. The configuration level of lookup type is set as System.
- B. The configuration level of lookup type is set as User.
- C. The lookup type has been defined as Read Only.

**Answer: A**

Explanation:
In Oracle Global Human Resources Cloud, lookup types are used to define lists of values (lookup codes) for fields, such as drop-down menus or selection lists. The question indicates that a consultant cannot add a lookup code to an existing lookup type, and we need to identify the reason. Lookup types have a configuration level that determines their modifiability: System, Extensible, or User.
* Option A: The lookup type has been defined as Read Only.This option is incorrect because Oracle HCM Cloud does not use a Read Only designation for lookup types. Instead, modifiability is controlled by the Configuration Level (System, Extensible, or User). A System lookup type is non-editable, an Extensible lookup type allows adding new codes but not modifying predefined ones, and a User lookup type is fully editable. The term Read Only may be confused with System lookup types, but it is not a standard term in Oracle documentation for this context, making this option invalid.

* Option B: The configuration level of lookup type is set as System.This is the correct answer. Lookup types with a System configuration level are predefined by Oracle and cannot be modified by users, including adding, editing, or deleting lookup codes. For example, a lookup type like PER_PERSON_TYPE (for person types) is set as System, preventing consultants from adding new codes to maintain system integrity. If the consultant is trying to modify such a lookup type, they will be unable to add a lookup code, as the system restricts changes. Oracle documentation confirms that System lookup types are locked for modifications, making this the most likely reason.
* Option C: The configuration level of lookup type is set as User.This option is incorrect. A lookup type with a User configuration level is fully editable, allowing users to add, edit, or delete lookup codes as needed. For instance, a custom lookup type created for department categories would typically be User level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a User configuration level does not explain the issue.
* Why this reason?The inability to add a lookup code points to a restriction on the lookup type's modifiability. The System configuration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. Neither Read Only nor User accurately describes the restriction, as Read Only is not a valid term, and User allows modifications.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Lookups: "System lookup types are predefined and can't be modified. Extensible lookup types let you add new lookup codes, but you can't modify predefined codes. User lookup types are fully editable."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Manage Lookups: "You manage lookups using the Manage Common Lookups task. The configuration level determines whether you can add or modify lookup codes."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Configuration Enhancements: "Clarifications on lookup type management and restrictions."


**NEW QUESTION # 20**
Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Action Types are seeded.
- B. An Action Type cannot be associated with user-defined actions.
- C. Additional Action Types can be created.
- D. Every Action Type can have multiple actions within it.
- E. If Termination is an action, Normal Termination is an Action Type.

**Answer: A,D**

Explanation:
In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.
Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.
Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.
Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.
Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.
Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.
The correct answers areAandB, as per "Implementing Global Human Resources" under Action Configuration.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:
Actions and Action Types.


**NEW QUESTION # 21**
As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift.

Which steps should you perform to achieve this?

- A. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.
- C. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- D. Create a shift, create a work pattern, and assign the work pattern through work schedule assignment.

**Answer: B**

Explanation:
To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:
Create a Shift: Define the shift (e.g., hours) in Manage Shifts.
Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.
Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.
Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.
Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.
References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Work Schedules section.

## NEW QUESTION # 22
A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Action Reasons are seeded and cannot be defined by a user
- B. Action Types are seeded and cannot be defined by a user
- C. Actions are seeded and cannot be defined by a user
- D. Action Reasons are seeded and can be defined by a user

**Answer: B,D**

Explanation:
The Action framework in Oracle Global Human Resources Cloud governs transactions like promotions. The
"Managing Workforce Records" guide explains:
Action Reasons: Some are seeded (predefined by Oracle), but users can define additional custom Action Reasons to meet specific business needs (e.g., a new promotion reason like "Merit-Based"). This makes Option A correct.
Action Types: These are seeded (e.g., Promotion, Transfer) and cannot be user-defined, as they are core to the system's structure, making Option B correct.
Actions: While seeded Actions exist, users can create custom Actions and link them to Action Types, so Option C is incorrect.
Reference:Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions and Action Reasons" section.

## NEW QUESTION # 23
As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two features can you configure through this task?

- A. What name fields are required when completing the Person Details section when hiring or updating a worker's person details.
- B. The way a worker's name appears on top of employee-level pages.
- C. The name fields that appear in the Person Details section when you are hiring an employee.
- D. The appearance of a worker's name when it appears in search results.

**Answer: B,D**

Explanation:
In Oracle Global Human Resources Cloud, the Person Name Format configuration within the "Manage Workforce Information" task allows customization of how names are displayed across the application. This is distinct from defining name fields or their required

status, which is handled elsewhere (e.g., via flexfields or page composer).

Option A: You can configure the display format of a worker's name (e.g., "First Last" or "Last, First") at the top of employee-level pages, such as the Employment Info page. This is a key feature of the Person Name Format task, making it correct.

Option B: The name fields shown in the Person Details section during hiring are predefinedby the system or customized via page composer/flexfields, not directly through the Person Name Format task, which focuses on display format rather than field visibility.

Option C: The format of a worker's name in search results (e.g., Directory or Person Search) can be configured here, allowing consistency in name presentation across the application. This is a supported feature, making it correct.

Option D: Defining required name fields (e.g., First Name as mandatory) is managed through the Person Details setup or flexfield configuration, not the Person Name Format task, which is about display rather than data entry rules.

The correct answers areAandC, as confirmed in "Implementing Global Human Resources" under Workforce Information setup.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8: Person Records.

## NEW QUESTION # 24

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