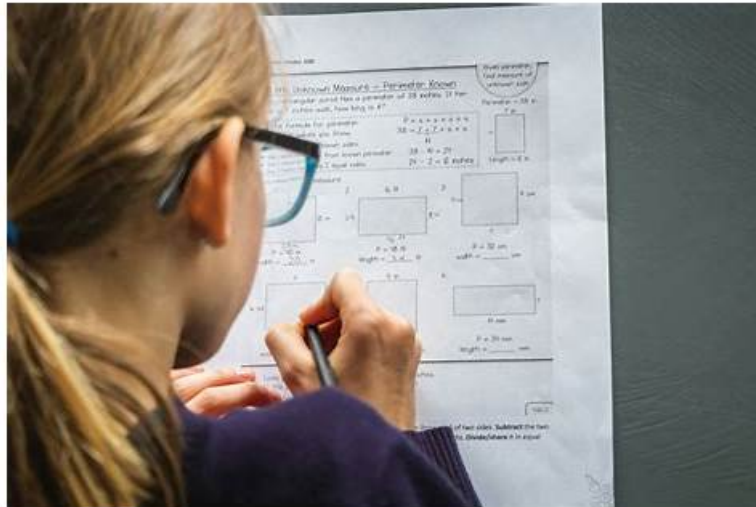


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q88-Q93):

NEW QUESTION # 88

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Workforce Compensation
- B. Core Human Resources
- C. Workforce Modeling
- D. Time and Labor
- E. Workforce Directory

Answer: B,C,E

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

Reference: Oracle HCM Cloud: Global Human Resources Implementation Guide, "Business Process Overview".

NEW QUESTION # 89

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. You can create new lookup types but cannot modify the existing ones.
- B. The system administrator must enable the lookup before it is modified in the work area.
- **C. Oracle applications contain certain predefined system lookups that are locked for editing.**
- D. You can access the task for profile options from the Setup and Maintenance menu.
- E. You cannot add new lookup codes and meanings to the existing lookup types.

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or "Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 5: Lookups and Value Sets.

NEW QUESTION # 90

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- **A. Location**
- **B. Grades**
- **C. Departments**
- **D. Jobs**
- E. Positions
- F. Actions

Answer: A,B,C,D

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The

four objects keyed by RDS include:

Jobs (A): Shared or restricted by business unit for employment consistency.

Grades (D): Linked to compensation and restricted by RDS.

Location (E): Physical work locations shared or restricted via RDS.

Departments (F): Organizational units managed via RDS for segregation.

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

NEW QUESTION # 91

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Enterprise
- B. Define Enterprise Structure
- C. Define Currency
- D. Define Reference Data Sharing

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

Define Enterprise (B): Establishes the top-level enterprise entity.

Define Reference Data Sharing (C): Sets up data sharing rules across business units.

Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Business Process Model".

NEW QUESTION # 92

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are you allowed to directly make on the My Public Info page that all users with access to your Public Spotlight will be able to view?

- A. Your answer is incorrect
- B. Home address, area of interest, contact information, profile photo, public message, and background photo
- C. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- D. About me, contact information, profile photo, public message, favorites, and background photo
- E. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, the Public Info/Spotlight page in the Directory allows employees to update certain fields visible to others, managed via the "Edit My Public Info" action.

Option A: "HR representative information" is not editable by employees; it's system-managed.

Option B: Not a valid answer option.

Option C: "Peer information" is not a standard editable field on the public profile.

Option D: "Home address" is private and not part of the public profile; it's restricted.

Option E: Correct. Employees can update:

About me (bio),

Contact information (e.g., work phone),

Profile photo,

Public message (status),

Favorites (e.g., interests),

Background photo (header image).

The correct answer is E, per "Using Global Human Resources" on Directory features.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 4: Directory.

NEW QUESTION # 93

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