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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q77-Q82):

NEW QUESTION # 77
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 cannot add new lookup codes and meanings to the existing lookup types.
- 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 can create new lookup types but cannot modify the existing ones.

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 # 78
Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM Information task?

- A. Position Synchronization
- B. Work Day Information
- C. Person Number Generation
- D. Global Name Language
- E. Employment Model

Answer: A,B,E

Explanation:
Full Detailed in Depth Explanation:
The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:
B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.
D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.
E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.
Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Manage HCM Information".

NEW QUESTION # 79
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. Single assignment with contracts
- B. Multiple assignments
- C. Contract assignment
- D. Multiple contract - Single assignment

Answer: A,D

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 assignmentThere 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 contractsThis 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 assignmentsThe 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 assignmentThis 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 # 80

An IT company's consulting department based in Bangalore goes for two team outing events every year.
However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).
Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.
Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.
Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.
Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.
Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.
The correct answer is E, per "Using Global Human Resources" on calendar event setup.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

NEW QUESTION # 81
An employee's job description is "Recruiter" as of 01-Jan-2023. This job was updated in the system to
"Consultant" on 01-Feb-2023. The 01-Feb-2023 assignment record is the latest effective-dated employment record in the system.
On 01-Mar-2023, an HR specialist wants to view this employee's previous employment details and searches for them using Global Search. The HR specialist enters the search keyword "Recruiter" along with the effective date value of 31-Jan-2023 because the employee was working as a recruiter on 31-Jan-
2023. The search returns no rows. What is the reason?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has failed on 31-Jan-2023 but ran successfully the next day.
- C. The Update Person Search Keyword process has failed on 01-Mar-2023 but ran successfully the previous day.
- D. The Person Management page search does not support date-effective keywords.
- E. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.
- F. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

Answer: E

Explanation:
The Global Search in Oracle HCM Cloud relies on the "Update Person Search Keyword" process, which maintains a keyword index for person records. This process updates the index with the latest effective-dated attributes (e.g., job) as of the process run date, not historical data tied to specific effective dates. In this case, the employee's job changed from "Recruiter" (effective 01-Jan-2023) to "Consultant" (effective 01-Feb-
2023). By 01-Mar-2023, when the HR specialist searches, the keyword index reflects the latest job ("Consultant") because the process overwrites prior values with the most recent effective-dated record. Thus, searching for "Recruiter" with an effective date of 31-Jan-2023 fails because the historical job isn't preserved in the index-only "Consultant" is searchable.
Option A is incorrect because Job attributes are supported in searches. Options B and D (process failures) lack evidence and don't explain the behavior. Option C is misleading-effective dates aren't associated in the index; they're overwritten. Option E is wrong because date-effective searches are supported, but the index limits results to current data. Option F correctly identifies that the latest job ("Consultant") replaced
"Recruiter" in the keyword record.
References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Search Configuration

section.

NEW QUESTION # 82

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