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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q53-Q58):

NEW QUESTION # 53
From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Person Spotlight page
- B. Redwood Jobs page
- C. Redwood Locations page
- D. Redwood Positions read-only page

Answer: D

NEW QUESTION # 54

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

- A. Define Talent Profile Content > Manage Profile Content Items
- B. Define Talent Profile Content > Manage Educational Establishments
- C. Define Talent Profiles > Manage Profile Types
- D. Define Talent Profile Content > Manage Content Subscribers

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, educational establishments (schools, universities) are maintained as part of the talent profile to support qualification tracking.
* Option A: "Manage Profile Content Items" defines specific content (e.g., skills), not educational institutions.
* Option B: "Manage Content Subscribers" controls access to content, not the list itself.
* Option C: "Manage Profile Types" defines profile structures, not specific data likeinstitutions.
* Option D: Correct. "Manage Educational Establishments" under Define Talent Profile Content allows setup of a selectable list of schools, colleges, and universities for qualifications.
The correct answer isD, per "Implementing Global Human Resources" on workforce profiles.

NEW QUESTION # 55

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:
Full Detailed In-Depth 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.

NEW QUESTION # 56

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

- A. Add the rates at the same time as when you add the grade using the Manage Grades task.
- B. First add the grade to a grade ladder, then add the rates for each step.
- C. Use the Default Grade Rates that are available upon creating grades.
- D. Add the rates separately using the Manage Grade Rates task.
- E. First add the rates for each step, then add the grade to a grade ladder.

Answer: A,D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, grade rates define the pay values associated with grades, which can be set up with or without steps. When grades are created without steps (i.e., flat grades rather than grade ladders with progression steps), you can still assign rates to them. The system provides multiple methods to achieve this, and the question asks for two correct options.
* Option A: Default grade rates are not automatically available upon creating grades unless predefined during initial setup. The system does not inherently provide "default grade rates" for every grade unless explicitly configured, making this option incorrect for grades without steps.
* Option B: Adding a grade to a grade ladder implies the grade is part of a stepped structure. However, the question specifies that the grades were created without steps, so this option is not applicable as it assumes a grade ladder with steps exists or needs to be created, which contradicts the scenario.
* Option C: The "Manage Grade Rates" task allows you to define salary ranges or specific rates for grades independently of grade ladders. For grades without steps, you can use this task to add rates (e.g., minimum, midpoint, maximum) directly to the grade. This is a valid and straightforward method, making it a correct option.
* Option D: This option assumes a stepped structure where rates are added for each step before linking to a grade ladder. Since the grades lack steps, this approach is not feasible in this context.
* Option E: The "Manage Grades" task allows you to create or edit grades and, during this process, associate grade rates directly (e.g., by linking to a grade rate range). For grades without steps, you can add rates at the time of grade creation or modification, making this a correct option.
Thus, the two correct options are C(using the Manage Grade Rates task) and E(adding rates via the Manage Grades task). This is supported by Oracle documentation in "Implementing Global Human Resources," which details grade and grade rate setup processes.

NEW QUESTION # 57

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type, create a new action reason and use it during termination
- B. Create a new action reason and associate it with the available action type, use it during termination
- C. Create a new action reason, associate the action reason with a new or existing action, use that action and action reason during termination
- D. Create a new action, create a new reason and use it during termination
- E. Create a new action type, create a new action, create a new action reason and use it during termination

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
To track voluntary terminations in Oracle Global Human Resources Cloud, the "Managing Workforce Records" guide advises:
* Create a new action reason: Define a specific reason (e.g., "Voluntary Resignation").
* Associate it with a new or existing action: Link it to an existing Action (e.g., "Termination") or create a new one (e.g., "Voluntary Termination").

NEW QUESTION # 58

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