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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q98-Q103):

NEW QUESTION # 98
In HCM Cloud, you can define an employee's work time availability in several ways. In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, then Published schedules
- B. Employment work week, Published schedules, Primary work schedule, then Standard working hours
- C. Primary work schedule, Employment work week, Published schedules, then Standard working hours
- D. Published schedules, Employment work week, Primary work schedule, then Standard working hours

Answer: D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.
According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:
Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.
Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.
Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.
Standard working hours: These serve as the default fallback if no other schedules are defined.
The exact extract from the Oracle documentation states:
"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.
Why the other options are incorrect:
Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.
Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.
Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.
References:
Oracle Help Center, Using Global Human Resources, Chapter: Managing Workforce Records, Topic: Work Schedules (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 (https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global- human-resources/index.html)

NEW QUESTION # 99
You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which two statements are true about actions? (Choose two.)

- A. Only one action can be associated with an action type
- B. Actions can be accessed via Smart Navigator, and available actions are based on the security access
- C. User-defined actions can be created and linked to predefined action types
- D. An action must always have an action reason associated

Answer: B,C

Explanation:
Per the "Managing Workforce Records" guide:
Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).
Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).
Option C: False. An Action Reason is optional, not mandatory, depending on configuration.
Reference:Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions Configuration" section.

NEW QUESTION # 100
You are configuring your customer's requirements for the Promote transaction.
Which Approval types are supported during the configuration?

- A. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- B. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Answer: B

Explanation:
When configuring approval rules for the "Promote" transaction in Oracle Global Human Resources Cloud, the supported Approval Types are defined in the "Securing HCM" guide under "Approval Management." The correct types are: Application Role (e.g., HR Specialist), Approval Groups (predefined groups), Management Hierarchy (supervisory levels), Position Hierarchy (position-based levels), Representative (a delegate), Self Auto Approve (automatic approval for the initiator), and User (specific individual). Option B lists all these accurately. Option A includes "Data Role," which is a security concept, not an approval type. Option C uses "Parent Position" (not a standard term), and Option D includes "Enterprise Role" (not applicable here). Thus, Option B is correct.
Reference:Oracle Global Human Resources Cloud - Securing HCM, "Configuring Approval Rules" topic.

NEW QUESTION # 101
In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker needs to be added as an Employee with a future hire date
- B. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date
- C. The worker must have been added as an applicant in Recruiting Cloud

Answer: B

Explanation:
Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.
Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

NEW QUESTION # 102
Availability (work time) can be defined in HCM Cloud in different ways. In which order does the application search for an employee's schedule, before applying it to an assignment?

- A. Employment work week, Published schedules, Primary work schedule, Standard working hours
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Standard working hours, Primary work schedule, Employment work week, Published schedules

Answer: C

Explanation:
In Oracle HCM Cloud, an employee's work schedule for an assignment is determined by a hierarchical search order, as outlined in the documentation. The system prioritizes the most specific schedule first, falling back to broader defaults if none is found:
Published Schedules: These are worker-specific schedules published via Time and Labor, taking top priority.
Primary Work Schedule: Defined at the assignment level in Manage Employment, this is the next check.
Employment Work Week: Set at the work relationship level, it applies if no specific schedule exists.
Standard Working Hours: Defined at the legal employer or enterprise level, this is the final fallback.

Option A (Published schedules, Primary work schedule, Employment work week, Standard working hours) matches this exact order. Option B starts with Standard working hours (the last resort), which is incorrect.
Option C prioritizes Employment work week over Published schedules, reversing the hierarchy. Option D swaps Primary work schedule and Employment work week, also incorrect. Option A is the verified sequence per Oracle's logic.
References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Work Schedules section.

NEW QUESTION # 103
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