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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q34-Q39):

NEW QUESTION # 34
In which two ways can you add rates to a grade?

- A. Add the rates separately by using the Manage Grade Rates task.
- B. Add rates when creating grades by using the Manage Grades task.
- C. First add the rates for each step, and then add the grade to a grade ladder.
- D. Use the default grade rates that are available after creating grades.

Answer: A,B

Explanation:
In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.
* Option A: First add the rates for each step, and then add the grade to a grade ladder.This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.
* Option B: Add the rates separately by using the Manage Grade Rates task.This is a correct answer.
The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,
$50,000-$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.
* Option C: Use the default grade rates that are available after creating grades.This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.
* Option D: Add rates when creating grades by using the Manage Grades task.This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of
$60,000-$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.
* Why these two methods?Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."
* Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

NEW QUESTION # 35

Event Alerts supported by Alerts Composer, are based on the filters delivered by Oracle. Alerts Composer is a tool that allows you to send informational notifications to Oracle HCM Cloud users by email and worklist.

Which statement is true about Event Alerts being triggered?

- A. Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.
- B. Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
- C. Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.

Answer: C

Explanation:

The Alerts Composer in Oracle HCM Cloud is a tool for configuring informational notifications sent via email or worklist, based on predefined events. Event Alerts are triggered by specific application events, such as a new hire or promotion. The question asks about the behavior of these alerts, particularly regarding the modification of triggering criteria.

* Option A: Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.This is the correct answer. Event Alerts in Alerts Composer are based on filters delivered by Oracle, tied to specific events (e.g., employee termination, assignment change). Oracle documentation states that the triggering criteria for these alerts are predefined and cannot be modified by users, as they are linked to system events controlled by Oracle's seeded configurations. Users can customize notification content (e.g., message text) or recipients, but the event conditions themselves are fixed to ensure system stability and consistency.

* Option B: Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.

This option is incorrect. Alerts Composer does not provide a Run Options tab for Event Alerts, nor does it allow modification of the frequency of event-based triggers. Event Alerts are triggered immediately when the associated event occurs (e.g., a new hire record is saved). While Scheduled Alerts allow frequency settings (e.g., daily or weekly runs), Event Alerts are event-driven, and their triggering is not controlled by a frequency setting, making this option invalid.

* Option C: Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.This option is incorrect. Event Alerts in Alerts Composer do not allow modification of triggering criteria via Groovy scripts. Oracle restricts customization of event triggers to maintain system integrity, and Groovy scripts are used in other contexts (e.g., for validations or calculations), not for altering Event Alert conditions. Documentation confirms that triggering criteria are Oracle-delivered and non- editable.

* Why this answer?The fixed nature of Event Alert triggers ensures standardized behavior across HCM Cloud implementations. Users can configure aspects like notification templates or recipients, but the core event conditions (e.g., "trigger when an employee is hired") are locked, aligning with Oracle's design and making A the correct statement.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

* Section: Alerts Composer: "Event Alerts are based on Oracle-delivered filters and trigger when specific events occur. You can't modify the triggering criteria."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

* Section: Configuring Alerts: "Event Alerts use predefined conditions; customization is limited to content and delivery options."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Alerts Enhancements: "Clarifications on Event Alerts and their fixed triggering mechanisms."

NEW QUESTION # 36

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

- A. You must set geography validation for the specific address style for a country.
- B. You must identify the top-level of geography as Country and define a geography type.
- C. You must map geography to reporting establishments for reporting purposes.
- D. You can only modify all levels of the geography structure before you load geography hierarchy.

Answer: A,B,D

Explanation:
Geographies in Oracle Global Human Resources Cloud are set up via the "Manage Geographies" task to define address hierarchies (e.g., country, state, city) for location and reporting purposes.
Option A: Correct. The geography structure (levels like country, province) can only be modified before loading the hierarchy data; post-load changes are restricted to maintain data integrity.
Option B: Incorrect. Mapping geographies to reporting establishments is not mandatory; it's an optional configuration for specific reporting needs.
Option C: Correct. The top level must be defined as "Country," and each level requires a geography type (e.g., State, City) to structure the hierarchy.
Option D: Correct. Geography validation must be enabled for a country's address style (e.g., US vs. UK format) to ensure accurate address entry, set via Manage Geographies.
The correct answers are A, C, and D, per "Implementing Global Human Resources" on geography setup.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2:
Enterprise Structures, Geographies.

NEW QUESTION # 37

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 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.
- 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 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.
- 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 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.

Answer: C

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.
References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Checklists section.

NEW QUESTION # 38

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave.

When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.
Which transfer method should be used for the first movement of the said worker?

- A. Transfer
- B. Global Temporary Assignment
- C. Temporary Assignment
- D. Global Transfer

Answer: C

Explanation:
Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.
Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.
Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.
Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.
Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same-entity, same-reporting scenario.
The correct answer isB, as per "Using Global Human Resources" on temporary assignments.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:
Employment Transactions.

NEW QUESTION # 39

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