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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q102-Q107):

NEW QUESTION # 102

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

- A. The saved transaction was rejected by the approval authority
- B. An identical transaction that was initiated for the person by another user was applied to the database
- C. The saved transaction was withdrawn by HR

- D. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, saved transactions can disappear from view if overridden, as per the "Using Global Human Resources" guide. When an identical transaction (e.g., same person and action) is initiated by another user and applied to the database, it supersedes the saved one, removing it from the user's view (Option B). Option A (withdrawn by HR) isn't a standard process for saved transactions. Option C (rejected) would leave it visible with a status. Option D (future dated) affects visibility but not removal. Thus, Option B is correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Saved Transactions" section.

NEW QUESTION # 103

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content type, create content items for that type, link the content type to the person profile.
- B. Create a new content item, create a new content type, link the content item to the person profile.
- C. Create a new content type, create content items for that type, link the content type to the model profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13: Workforce Profiles.

NEW QUESTION # 104

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction goes into error because it was not auto-claimed.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- E. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Answer: C,D

Explanation:

In Oracle Global Human Resources Cloud, approval rules for transactions like Change Manager are managed via BPM Worklist. The "Application Role" approval type routes tasks to all users with that role (e.g., HR Specialist Sales), and the "Enable Auto Claim" setting determines assignment behavior.

Option A: Incorrect. Disabling auto-claim does not cause an error; it simply requires manual claiming before approval can proceed.

Option B: Correct. When auto-claim is disabled, the transaction is sent to all users with the HR Specialist Sales role, appearing in

their worklist for claiming.

Option C: Incorrect. Without auto-claim, the transaction is not automatically assigned; it requires manual intervention.

Option D: Incorrect. In a parallel approval to multiple role holders, one rejection typically stops the process unless configured otherwise (e.g., consensus or first responder), which is not specified here.

Option E: Correct. With auto-claim disabled, an HR Specialist Sales representative must manually claim the transaction from the worklist to proceed with approval.

The correct answers are BandE, as detailed in "Using Global Human Resources" under Approval Configuration.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 105

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 statement is true about actions?

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

Answer: B

Explanation:

Actions in Oracle Global Human Resources Cloud allow tracking and processing of employment changes, linked to Action Types for categorization.

Option A: While actions are accessible via Smart Navigator and security controls visibility, this statement is not the most direct answer to the question's focus on creating and associating actions.

Option B: Incorrect. Multiple actions can be associated with a single Action Type (e.g., Voluntary and Involuntary under Termination).

Option C: Incorrect. An action reason is optional, not mandatory, depending on configuration and business rules.

Option D: Correct. Users can create custom (user-defined) actions (e.g., "Special Project Assignment") and link them to predefined Action Types (e.g., Assignment Change), enabling tailored tracking of changes.

The correct answer is D, aligning with the flexibility described in "Implementing Global Human Resources" for action customization.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 106

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Role, Legal Entity, Country, Division, Action, and Worker Type
- **B. Business Unit, Location, Position, Action, and Worker Type**
- C. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- D. Legal Entity, Country, Business Unit, Division, Action, and Worker Type

Answer: B

Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location). Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Transaction Design Studio Criteria" section.

NEW QUESTION # 107

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