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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q57-Q62):

### NEW QUESTION # 57

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Time and Labor
- B. Core Human Resources
- C. Workforce Modeling
- D. Workforce Directory
- E. Workforce Compensation

Answer: B,C,D

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

Reference: Oracle HCM Cloud: Global Human Resources Implementation Guide, "Business Process Overview".

## NEW QUESTION # 58

Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. A function to add custom fields to document records
- **B. Capability to preview attachments directly on the page**
- C. Option to export document records to a CSV file

**Answer: B**

Explanation:

The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments, allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to attachment content.

\* Option A: Capability to preview attachments directly on the page This is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files. This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.

\* Option B: Option to export document records to a CSV file While Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.

Since the question asks for a new feature, this option is less accurate compared to the preview capability.

\* Option C: A function to add custom fields to document records Adding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.

References

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

\* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Records pages, without having to download them to a local folder. You can preview both, reference info attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."

\* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

\* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Document Records: "Describes managing document records, including viewing and attaching files."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

### NEW QUESTION # 59

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

**Answer: B**

Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

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

Actions and Action Types.

### NEW QUESTION # 60

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have opted for an ad hoc route.
- B. The second-level approver might have reassigned the request.
- C. The second-level approver might have approved the request.
- D. The second-level approver might have rejected the request.
- E. The second-level approver might have executed a pushback on the request.

**Answer: A,B,E**

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

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

### NEW QUESTION # 61

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task. As an implementation consultant, how do you achieve this?

- A. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.
- B. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.
- C. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.

**Answer: A**

#### Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

\* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

\* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

\* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

\* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

#### References

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

\* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

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

\* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

\* Oracle Support Portal, Document ID: docs.oracle.com

\* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

#### NEW QUESTION # 62

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