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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q39-Q44):

### NEW QUESTION # 39

As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory. What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. Work location, department, and languages
- B. Work location, department, job title, and school education
- C. Work location, department, areas of expertise, and areas of interest
- D. Worker competencies, languages, licenses and certifications, and school education information

## Answer: A

Explanation:

In Oracle Global Human Resources Cloud, Line Managers have elevated access in the Directory to search restricted worker information about their team, as per the "Using Global Human Resources" guide. This includes Work Location, Department, and Languages, which are not fully accessible to other workers (who see only public info) or HR administrators (unless role-configured). Option A includes "school education," which is private unless explicitly shared. Option B adds "areas of expertise/interest," visible to all via Spotlight. Option C includes competencies and certifications, which are restricted but not uniquely searchable by managers over HR admins. Option D is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Directory Search for Managers" section.

## NEW QUESTION # 40

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

## Answer: C

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/global-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/global-human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

## NEW QUESTION # 41

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. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved
- 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

**Answer: C,D**

Explanation:

In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:

With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

Reference: Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

## NEW QUESTION # 42

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- A. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.
- B. Change the order of the cards by using Portrait Settings.
- C. Enable "Allow User Control" in Portrait Settings for all the portrait cards.
- D. Change the default card to "User Account Details" in Portrait Settings.
- E. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.

**Answer: A**

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, the Person Gallery page displays various cards (e.g., Employment, Personal Information, etc.) that provide quick access to worker details. To reorder these cards, including arranging them in reverse alphabetical order, the system does not provide a direct configuration option within Portrait Settings to automatically sort cards alphabetically or reverse alphabetically. Instead, reordering is achieved through personalization, which allows administrators or users with appropriate permissions to manually adjust the layout of the Person Gallery page.

Option D ("Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards") is correct because Oracle HCM Cloud supports personalization of the user interface via tools like Page Composer. In Page Composer, an administrator can access the Person Gallery page, enter personalization mode, and drag and drop the cards into the desired order, such as reverse alphabetical. This change can then be saved and applied globally or for specific roles, depending on the personalization scope. The Oracle documentation, specifically "Oracle Applications Cloud: Configuring and Extending Applications," details how Page Composer enables such UI modifications.

Option A ("Enable 'Allow Reorder' in Portrait Settings") is incorrect because there is no "Allow Reorder" setting in Portrait Settings that directly controls card ordering on the Person Gallery. Portrait Settings typically manage visibility and default card selection, not manual reordering.

Option B ("Change the order of the cards by using Portrait Settings") is misleading. While Portrait Settings allow some configuration (e.g., setting the default card), they do not provide a mechanism to reorder all cards manually or systematically in reverse alphabetical order.

Option C ("Change the default card to 'User Account Details' in Portrait Settings") only affects which card appears first by default and does not address reordering the full set of cards.

Option E ("Enable 'Allow User Control' in Portrait Settings") relates to giving users control over certain card settings, but it does not enable reordering of cards on the gallery page.

References:

"Oracle Applications Cloud: Configuring and Extending Applications" - Chapter on Page Composer for UI personalization.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on managing person gallery configuration.

#### NEW QUESTION # 43

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. If Termination is an action, Normal Termination is an Action Type.
- B. Every Action Type can have multiple actions within it.
- C. Action Types are seeded.
- D. Additional Action Types can be created.
- E. An Action Type cannot be associated with user-defined actions.

**Answer: B,C**

Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

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

Actions and Action Types.

#### NEW QUESTION # 44

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