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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q62-Q67):

NEW QUESTION # 62
Which new feature has been added to the Redwood Grade Rates page to enhance the search and filtering capabilities?

- A. A function to compare grade rates across different locations
- B. Capability to search and filter grade rate values by name, code, and set
- C. Option to add custom columns to the grade rate table

Answer: B

Explanation:

The Redwood Grade Rates page in Oracle Global Human Resources Cloud has been enhanced to improve usability, particularly in searching and filtering grade rate data. The question asks for the new feature added to enhance search and filtering capabilities. Oracle's 24C release notes highlight specific improvements to the Redwood interface for grade rates, focusing on streamlined data retrieval.

Option A: Capability to search and filter grade rate values by name, code, and set This is the correct answer. According to Oracle's 24C release notes, the Redwood Grade Rates page now includes advanced search and filtering capabilities, allowing users to search and filter grade rates by attributes such as name, code, and set. This enhancement enables HR specialists to quickly locate specific grade rates, for example, filtering by a grade rate name like "Salary Grade 1" or a set code tied to a legislative data group.

The feature improves efficiency in managing compensation data, especially in organizations with extensive grade structures, and is explicitly documented as a new Redwood functionality.

Option B: Option to add custom columns to the grade rate table

This option is incorrect. Oracle documentation, including 24C and 25A release notes, does not mention the ability to add custom columns to the grade rate table as a new feature on the Redwood Grade Rates page.

While Oracle supports flexfields for customization in other areas, there is no evidence that this specific capability was introduced for grade rates. The focus of Redwood enhancements is on search, filtering, and UI improvements, not custom column additions.

Option C: A function to compare grade rates across different locations

This option is incorrect. There is no documented feature in the 24C or 25A releases that enables comparing grade rates across different locations on the Redwood Grade Rates page. While Oracle HCM Cloud supports location-based configurations (e.g., for payroll or local regulations), the Redwood Grade Rates page enhancements center on search and filter improvements, not comparative analysis across locations. This functionality would require custom reporting or analytics, not a standard page feature. Why this feature?

The capability to search and filter by name, code, and set directly addresses the need for enhanced search and filtering, making it easier to manage grade rates in a user-friendly Redwood interface. This aligns with Oracle' s focus on improving data accessibility and usability in the 24C release.

References

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

Section: Redwood Experience for Grade Rates Page: "You can now easily search and filter grade rate values by name, code, and set on the Grade Rates page." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02 Section: Grade Rates Management: "Describes how grade rates are managed, including searching and filtering capabilities." Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.

com, Published: 2023-12-12

Section: Grade Rates Configuration: "Details on configuring and accessing grade rates, including set-based assignments."

NEW QUESTION # 63
In which two ways can you add rates to a grade?

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

Answer: B,C

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 # 64
Which of the following statuses allows for additional values to be created?

- A. HR Status
- B. Assignment Status
- C. Payroll Status

Answer: B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:
A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.
B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.
C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.
The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.
Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

NEW QUESTION # 65

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 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.
- 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 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.

Answer: B

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 # 66

Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM Information task?

- A. Position Synchronization
- B. Global Name Language
- C. Person Number Generation
- D. Employment Model
- E. Work Day Information

Answer: A,D,E

Explanation:
Full Detailed in Depth Explanation:
The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:
B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.
D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.
E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Manage HCM Information".

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