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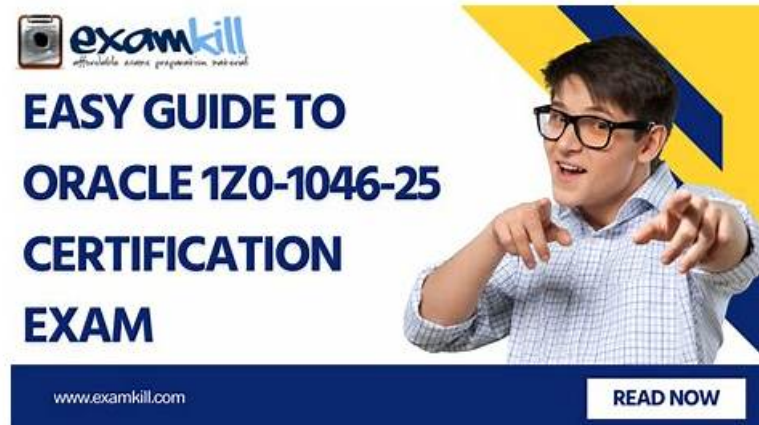
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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q140-Q145):

NEW QUESTION # 140
The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Change the Task Aggregation configuration to Once Per Task.
- B. Select Allow All Participants To Route Task To Other Participants.
- C. Deselect Allow Participants To Edit Future Participants.
- D. Select Allow Participants To Edit Future Participants.
- E. Change the value of Complete Task Immediately When Participant Chooses to Approve.

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.
Option A: Routing to other participants doesn't address duplicate notifications for the same approver.
Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.
Option C: Immediate completion affects task closure timing, not notification frequency.
Option D: Editing future participants doesn't control notification aggregation.
Option E: Allowing edits to future participants is unrelated to duplicate notifications.
The correct answer isB, as per "Using Global Human Resources" on BPM approval configuration.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 141
As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- B. Use the Configuration Set Migration tool within the Configuration > Migration work area
- C. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations
- D. Use the Configuration Package capabilities within the Configuration > Migration work area

Answer: B

Explanation:
Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.
Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.
Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

NEW QUESTION # 142
You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. Oracle applications contain certain predefined system lookups that are locked for editing.
- B. You cannot add new lookup codes and meanings to the existing lookup types.
- C. You can access the task for profile options from the Setup and Maintenance menu.
- D. You can create new lookup types but cannot modify the existing ones.
- E. The system administrator must enable the lookup before it is modified in the work area.

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or
"Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookupsprovide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.
Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.
Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.
Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer isB, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 5:

Lookups and Value Sets.

NEW QUESTION # 143

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

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

Answer: B,C,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".

NEW QUESTION # 144

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

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 # 145

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