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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q101-Q106):

NEW QUESTION # 101

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31-Jan-2015. The search returns no rows. What is causing this?

- A. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword

record resulting in search discrepancies.

- B. The Person Management page search does not support date-effective keywords.
- C. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- D. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- E. The Person Management page search does not support Job attribute keywords.
- **F. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**

Answer: F

Explanation:

The Person Management page search in Oracle HCM Cloud uses the "Update Person Search Keyword" process to index attributes like job. This process updates the keyword record with the latest effective-dated value (here, "Consultant" as of 01-Feb-2015) as of the process run date, overwriting historical data (e.g.,

"Recruiter" from 01-Jan-2015). On 01-Mar-2015, searching with "Recruiter" and an effective date of 31-Jan-

2015 fails because the index only contains "Consultant," not historical jobs, even though date-effective search is supported.

Option B is false-job keywords are supported. Options C and E (process failures) lack evidence. Option D is incorrect-date-effective searches are supported via `ORA_PER_EMP_SRCH_ENABLE_DATES`. Option F misstates the process-it doesn't associate effective dates; it overwrites with the latest. Option A correctly explains the behavior per Oracle's search mechanics.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Search section.

NEW QUESTION # 102

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Actions are seeded and cannot be defined by a user
- **B. Action Reasons are seeded and can be defined by a user**
- C. Action Reasons are seeded and cannot be defined by a user
- **D. Action Types are seeded and cannot be defined by a user**

Answer: B,D

Explanation:

The Action framework in Oracle Global Human Resources Cloud governs transactions like promotions. The

"Managing Workforce Records" guide explains:

Action Reasons: Some are seeded (predefined by Oracle), but users can define additional custom Action Reasons to meet specific business needs (e.g., a new promotion reason like "Merit-Based"). This makes Option A correct.

Action Types: These are seeded (e.g., Promotion, Transfer) and cannot be user-defined, as they are core to the system's structure, making Option B correct.

Actions: While seeded Actions exist, users can create custom Actions and link them to Action Types, so Option C is incorrect.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions and Action Reasons" section.

NEW QUESTION # 103

What are four benefits of Enterprise Structure Configurator (ESC)?

- **A. Can create all organizational structures at once**
- **B. Can review the enterprise configuration before loading it**
- **C. Can create multiple configurations to test multiple scenarios**
- D. Cannot roll back an enterprise that is created through ESC
- **E. Can roll back an enterprise configuration after loading it**

Answer: A,B,C,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) offers several benefits:

B: Allows creation of multiple configurations for testing different scenarios, enhancing flexibility.

C: Supports rollback of configurations post-loading if adjustments are needed, ensuring reversibility.

D: Enables review of the configuration before final loading, reducing errors.
E: Facilitates simultaneous creation of all organizational structures, streamlining setup.
Reference: Oracle HCM Cloud: Implementing Global Human Resources, "ESC Benefits".

NEW QUESTION # 104

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. It predicts team voluntary termination and performance.
- B. It predicts team/individual involuntary termination and performance.
- C. Contingent Worker and Nonworker work relationships are included.
- D. It predicts individual voluntary termination and performance.
- E. Performance predictions are available for both teams and individual assignments.

Answer: A,D,E

Explanation:

Full Detailed in Depth Explanation:

Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.

Option A ("Performance predictions are available for both teams and individual assignments"): True.

Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.

Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.

Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team-level voluntary termination rates and performance trends, supporting broader workforce planning.

Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitly configured.

Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations, not involuntary (e.g., layoffs), as its primary predictive focus.

References:

"Oracle Human Resources Cloud: Using Workforce Predictions" - Overview of prediction capabilities.

"Oracle Global Human Resources Cloud: Implementing Workforce Predictions" - Scope and limitations.

NEW QUESTION # 105

You are working with a customer whose enterprise operates in a country that requires contract information for employees. Which two employment models can be configured to meet the customer's needs?

- A. Single assignment with contracts
- B. Contract assignment
- C. Multiple contract - Single assignment
- D. Multiple assignments

Answer: A,C

Explanation:

In Oracle Global Human Resources Cloud, employment models define how work relationships, assignments, and contracts are structured for employees to meet organizational and regulatory requirements. The scenario indicates that the customer operates in a country requiring contract information for employees, implying that the system must support the tracking of employment contracts. Oracle provides several employment models, including Single Assignment, Single Assignment with Contract, Multiple Assignments, and Multiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.

* Option A: Contract assignment There is no employment model in Oracle Global Human Resources Cloud explicitly named Contract assignment. Oracle documentation defines employment models such as Single Assignment, Single Assignment with Contract, and Multiple Contract - Single Assignment, but Contract assignment is not a recognized term or model. It may be confused with contract-related configurations, but it does not exist as a distinct model. Therefore, this option is incorrect.

* Option B: Single assignment with contracts This is a valid employment model and a correct answer.

The Single Assignment with Contract model is designed for scenarios where an employee has one work relationship, one

assignment, and one or more employment contracts associated with that assignment. This model supports countries that mandate contract information, such as start and end dates, contract types (e.g., fixed-term or permanent), and other contractual terms. The model allows the enterprise to track contract details in the Employment Terms section, ensuring compliance with local regulations. For example, an employee might have a single assignment as a "Consultant" with multiple fixed-term contracts linked to it, each with distinct terms. This model is ideal for the customer's requirement to track contract information.

* Option C: Multiple assignments The Multiple Assignments model allows an employee to have one work relationship with multiple assignments, each representing different roles or jobs within the organization (e.g., an employee working as both a "Teacher" and an "Administrator"). While this model supports flexibility in managing multiple roles, Oracle documentation does not indicate that it inherently includes contract information as a mandatory component. Contracts can be associated with assignments in other models (e.g., Single Assignment with Contract), but the Multiple Assignments model focuses on assignment multiplicity rather than contract tracking. Since the customer's requirement emphasizes contract information, this model is not the best fit and is incorrect.

* Option D: Multiple contract - Single assignment This is a valid employment model and a correct answer. The Multiple Contract - Single Assignment model is specifically designed for scenarios where an employee has one work relationship, one assignment, and multiple contracts linked to that assignment, with each contract potentially having different terms or conditions. This model is used in countries where regulatory requirements mandate tracking multiple contracts for a single role, such as in cases of temporary or project-based contracts. For example, an employee in a single assignment as a

"Developer" might have multiple contracts for different projects, each with unique durations or clauses.

This model directly supports the customer's need to track contract information and is appropriate for the scenario.

* Why these two models? Both Single Assignment with Contract and Multiple Contract - Single Assignment explicitly support the tracking of contract information, which is the core requirement of the scenario. The Single Assignment with Contract model is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while the Multiple Contract

- Single Assignment model is used when multiple concurrent or sequential contracts are needed for regulatory compliance. These models allow the customer to capture contract details like type, duration, and terms, ensuring adherence to local laws. The other options (Contract assignment and Multiple Assignments) do not align with Oracle's predefined models or the requirement for contract information.

References

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

* Section: Employment Models: "Oracle Fusion HCM provides these employment models: single assignment, single assignment with contract, multiple assignments, multiple assignments with contract, multiple contract - single assignment. You select an employment model when you create a legislative data group."

* Section: Single Assignment with Contract: "Use this model to manage employees who have one assignment and one or more contracts in a single work relationship."

* Section: Multiple Contract - Single Assignment: "Use this model for employees who have multiple contracts associated with a single assignment in a single work relationship."

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

* Section: Employment Contracts: "Some countries require that you record contract information for employees. You can associate one or more contracts with an employee assignment when using the single assignment with contract or multiple contract - single assignment employment models."

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

* Section: Employment Model Enhancements: "Continued support for contract-based employment models to meet global regulatory requirements."

NEW QUESTION # 106

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