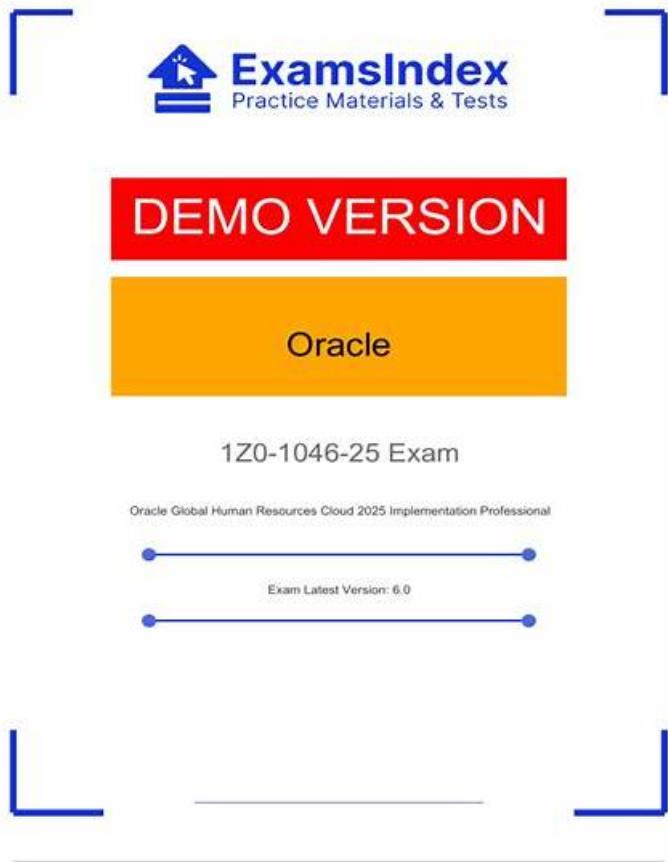


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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q113-Q118):

### NEW QUESTION # 113

Which two options can be directly mapped to the employee record during hiring?

- A. Business Unit
- B. Sub-Division
- C. Payroll Statutory Unit
- D. Legal Employer
- E. Division
- F. Job Family

**Answer: A,D**

Explanation:

During the hiring process in Oracle Global Human Resources Cloud, certain workforce structure elements are directly mapped to the employee's record (via Manage Employment or Hire an Employee).

Option A: Division is not directly mapped; it's derived via hierarchy (e.g., department).

Option B: PSU is linked to payroll, not directly to the employee record during hiring.

Option C: Sub-Division is not a standard field or object in Oracle HCM.

Option D: Correct. Legal Employer is a mandatory field assigned during hiring, defining the employing entity.

Option E: Job Family is a categorization, not directly mapped to the record.

Option F: Correct. Business Unit can be directly assigned to an assignment during hiring, reflecting operational structure.

The correct answers are D and F, per "Using Global Human Resources" on hiring processes.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:

Employment Transactions.

### NEW QUESTION # 114

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 # 115

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. It is required to associate country and currency details while defining Legislative Data Group.
- B. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- C. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- D. Legislative Data Groups can span enterprises.
- E. Legislative Data Groups do not span enterprises.

**Answer: A,B,E**

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

## NEW QUESTION # 116

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 # 117

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker needs to be added as an Employee with a future hire date
- B. The worker must have been added as an applicant in Recruiting Cloud
- C. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date

**Answer: C**

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

## NEW QUESTION # 118

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