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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q90-Q95):

NEW QUESTION # 90
As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- C. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.
- D. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.

Answer: B,C

Explanation:
Full Detailed in Depth Explanation:
Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.
Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object, allowing manual selection during assignment updates, as per the
"Implementing Global Human Resources" guide.
Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.
Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.
Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Workforce Structures and Flexfields.
"Oracle Human Resources Cloud: Using Workforce Structures" - Organization hierarchy.

NEW QUESTION # 91
You are setting up Core HR for a customer. During the work structure setup, you need to capture information such as work timings, standard working hours, organization manager and cost center.
Which type of organization allows you to maintain all these fields?

- A. Business Unit
- B. Legal Entity
- C. Department

Answer: C

Explanation:
In Oracle Global Human Resources Cloud, work structures include organizations like Legal Entities, Business Units, and Departments, each serving distinct purposes. The question asks which organization type allows capturing work timings, standard working hours, organization manager, and cost center during Core HR setup.
* Option A: Legal EntityThis option is incorrect. A Legal Entity represents a legal employer or registered organization for compliance and reporting (e.g., tax, payroll). While it captures attributes like name, address, and jurisdiction, it does not maintain fields for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.
* Option B: Business UnitThis option is incorrect. A Business Unit organizes business functions for transaction processing (e.g.,

payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll purposes, but it does not directly maintain work timings, organization manager, or cost center as part of its setup. Business Units are broader constructs and lack the granularity to manage department-specific operational details, ruling out this option.
* Option C: DepartmentThis is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, Departments allow capturing:
* Work timings: Configured via work schedules or shift details associated with the department.
* Standard working hours: Defined to specify default hours for employees in the department (e.
g., 40 hours/week).
* Organization manager: Assigned to designate the department's manager or supervisor.
* Cost center: Linked to track financial accountability for department activities. Oracle documentation confirms that Departments support these fields to manage workforce operations, making them the ideal organization type for this requirement.
* Why this answer?Departments are designed to handle operational and workforce-related details, unlike Legal Entities (compliance-focused) or Business Units (transaction-focused). The ability to configure work timings, standard hours, managers, and cost centers aligns with the Department's role in Core HR setup, making C the correct choice.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Workforce Structures: "Enhanced department configurations for operational management."

NEW QUESTION # 92
In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. 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
- B. The worker must have been added as an applicant in Recruiting Cloud
- C. The worker needs to be added as an Employee with a future hire date

Answer: A

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 # 93
A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Calendar Events
- B. Contract Data
- C. Standard Working Hours
- D. Absences
- E. Time Sheet

Answer: A,C,D

Explanation:
In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their

working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-
5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Availability.

NEW QUESTION # 94

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- A. Role
- B. Product
- C. User
- D. Site

Answer: C,D

Explanation:
Full Detailed in Depth Explanation:
Profile Options in Oracle HCM Cloud control system behavior and can be set at:
A: Site level, applying globally to all users and organizations.
D: User level, allowing personalization for individual users.
Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Profile Options Setup".

NEW QUESTION # 95

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