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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q44-Q49):

### NEW QUESTION # 44

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are you allowed to directly make on the My Public Info page that all users with access to your Public Spotlight will be able to view?

- A. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- B. Home address, area of interest, contact information, profile photo, public message, and background photo
- C. About me, contact information, profile photo, public message, favorites, and background photo
- D. Your answer is incorrect
- E. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, the Public Info/Spotlight page in the Directory allows employees to update certain fields visible to others, managed via the "Edit My Public Info" action.

Option A: "HR representative information" is not editable by employees; it's system-managed.

Option B: Not a valid answer option.

Option C: "Peer information" is not a standard editable field on the public profile.

Option D: "Home address" is private and not part of the public profile; it's restricted.

Option E: Correct. Employees can update:

About me (bio),

Contact information (e.g., work phone),

Profile photo,

Public message (status),

Favorites (e.g., interests),

Background photo (header image).

The correct answer is E, per "Using Global Human Resources" on Directory features.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 4: Directory.

### NEW QUESTION # 45

The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

- A. The employee is working as a contingent worker in the Finance Department.
- B. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.
- C. The employee is inactive as of January 1, 2015.
- D. The employee is working as an employee in the Finance Department.
- E. The employee was a contingent worker until December 31, 2014, and will rejoin as an employee on January 2, 2015.

**Answer: C,E**

Explanation:

The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter.

No results on January 1, 2015, suggest the employee's record is not active or visible on that date.

Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesn't explain the issue.

Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record won't appear in active searches unless explicitly including inactive records.

Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome.

Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isn't specified.

Option E: Multiple assignments don't hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable.

The correct answers are B and C, per "Using Global Human Resources" on person search behavior.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

### NEW QUESTION # 46

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

**Answer: A**

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 Entity This 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 Unit This 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: Department This 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 # 47

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

**Answer: C**

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 is B, 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 # 48

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. June 12, 2023 for Person and Assignment
- B. August 15, 2023 for Person and June 12, 2023 for Assignment
- C. January 1, 2023 for Assignment and July 11, 2023 for Person
- D. June 12, 2023 for Person and January 1, 2023 for Assignment

**Answer: A**

Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

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

### NEW QUESTION # 49

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