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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q96-Q101):

NEW QUESTION # 96
Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.
- B. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.
- C. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.

Answer: B

Explanation:
The organization needs to download a large number of document records and their attachments for specific document types (Degree

or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.
* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Types task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.
* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.
* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.This option is incorrect. The Enterprise HCM Information task configures enterprise- level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.
* Why this answer?The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Document Management: "Details on configuring document types for mass operations."

NEW QUESTION # 97
In an organization, a line manager is going on a long vacation and wants all his approvalnotifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. He has to configure new approval routing policies.
- B. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- C. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Answer: D

Explanation:
Oracle HCM Cloud's BPM Worklist allows users to setVacation Rules(also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.
Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests-it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.
References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Worklist Preferences section.

NEW QUESTION # 98
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 failed on 01-Mar-2015 but ran successfully the previous day.
- B. The Person Management page search does not support date-effective keywords.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.
- E. The Person Management page search does not support Job attribute keywords.
- F. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Answer: D

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_EMPSRCH_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 # 99
When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Hierarchy Defined, Structure Defined, Validation Defined
- B. Validation Defined, Hierarchy Defined, Structure Defined
- C. Structure Defined, Hierarchy Defined, Validation Defined
- D. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined

Answer: C

Explanation:
Full Detailed in Depth Explanation:
When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:
Structure Defined: Define the levels of geography (e.g., country, province, city).
Hierarchy Defined: Establish parent-child relationships between geography levels.
Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographies Setup".

NEW QUESTION # 100
As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- B. Business Unit, Location, Position, Action, and Worker Type
- C. Role, Legal Entity, Country, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Business Unit, Action, and Worker Type

Answer: B

Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location). Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Transaction Design Studio Criteria" section.

NEW QUESTION # 101
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