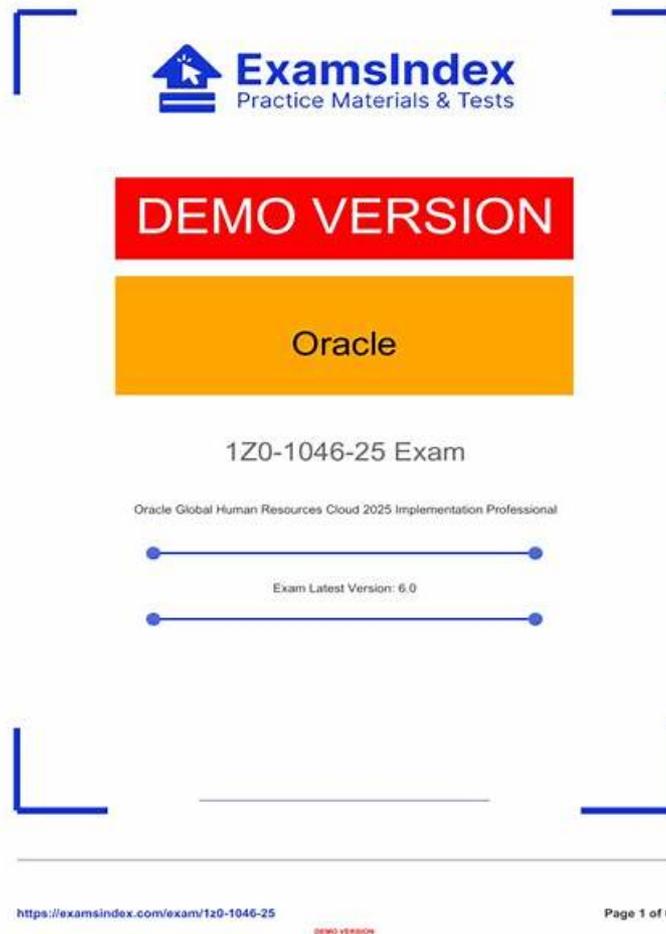


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q147-Q152):

NEW QUESTION # 147

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

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

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).

Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

NEW QUESTION # 148

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes. Which transfer method should be used for the first movement of the said worker?

- A. Temporary Assignment
- B. Transfer
- C. Global Temporary Assignment
- D. Global Transfer

Answer: A

Explanation:

Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.

Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.

Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.

Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.

Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same-entity, same-reporting scenario.

The correct answer is B, as per "Using Global Human Resources" on temporary assignments.

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

NEW QUESTION # 149

Your organization needs to download a large number of document records 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 Enterprise HCM Information 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 HCM Data Loader Template 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 # 150

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 Person Management page search does not support date-effective keywords.
- **B. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**
- 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 Person Management page search does not support Job attribute keywords.

- E. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- F. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Answer: B

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 # 151

When creating a Legal Entity, to allow for configuration of Work Day and Employment Model information on the Manage Legal Entity HCM Information task, which check box must be selected for configurable data to appear?

- **A. Legal Employer**
- B. Legal Entity Identifier
- C. EIN or TIN
- D. Payroll Statutory Unit

Answer: A

Explanation:

Full Detailed in Depth Explanation:

When creating a Legal Entity in Oracle HCM Cloud, selecting the Legal Employer check box designates the entity as an employer, unlocking additional configuration options in the Manage Legal Entity HCM Information task, such as Work Day Information and Employment Model.

A (Payroll Statutory Unit) enables payroll-related settings but not necessarily Work Day or Employment Model.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Legal Entity Configuration".

NEW QUESTION # 152

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