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Oracle Global Human Resources Cloud 2019 Implementation Essentials

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q16-Q21):

NEW QUESTION # 16

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

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

Answer: B,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 # 17

Workers can personalize the following items on the News Feeds home page?

- A. Springboard display, Things to Finish display, and Infolets display
- B. Springboard display and Infolets display
- C. Quick Action display, Springboard display, Infolets display
- D. Quick Action display, Springboard display, Things to Finish display, and Infolets display

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub for workers to access key information and tasks. Workers have the ability to personalize this page to suit their preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global Human Resources" guide, workers can customize the following elements on the News Feed home page:

Quick Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance insights). These personalization options allow workers to tailor the layout and content visibility to enhance productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these personalization features.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Personalizing the Home Page" section.

NEW QUESTION # 18

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. When a user tries to use the Promote transaction, the page will error when loading
- B. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- C. Transaction Design Studio configurations always override Page Composer configurations.
- D. Page Composer configurations always override Transaction Design Studio configurations.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI

behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.

Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.

Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies the last change made in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.

Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.

Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.

The correct answer is B, per "Using Global Human Resources" on UI customization tools.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 12: User Interface Configuration.

NEW QUESTION # 19

An Enterprise Onboarding Journey checklist requires:

- A. Four or more tasks
- B. Use of the Transaction Design Studio (TDS) to display
- C. HireRight Integration
- D. **At least one step (child checklist)**

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, an Enterprise Onboarding Journey checklist is a structured process to guide new hires through onboarding tasks. According to the "Using Journeys" guide, an Enterprise Onboarding checklist must include at least one step, often implemented as a child checklist, to define the sequence of tasks or activities. This step-based structure allows for modularity and flexibility, enabling organizations to break down onboarding into manageable phases (e.g., pre-hire, first day). Option A (Transaction Design Studio) is a customization tool, not a requirement for the checklist itself. Option B (four or more tasks) is arbitrary and not mandated by Oracle documentation. Option C (HireRight Integration) is an optional third-party integration, not a requirement. Thus, Option D is correct as it aligns with the minimum structural requirement for an Enterprise Onboarding Journey checklist.

Reference: Oracle Global Human Resources Cloud - Using Journeys, "Enterprise Onboarding Checklists" section.

NEW QUESTION # 20

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date. What should you do to achieve the required functionality?

- A. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- B. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- C. **The worker must be added as a Pending Worker, and the enterprise or step checklist needs to be tied to the Add a Pending Worker action.**
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Answer: C

Explanation:

Oracle Global Human Resources Cloud's checklist functionality allows tasks to be automatically allocated to workers based on specific triggers or actions. The requirement here is to allocate tasks before the hire date, which points to the use of the "Pending Worker" functionality, as employees are not fully active until their hire date.

Option A: A Pending Worker is a person added to the system before their official hire date (e.g., during recruitment or pre-boarding). Checklists can be tied to the "Add a Pending Worker" action, ensuring tasks are allocated automatically when the worker is entered as a pending worker. This meets the requirement of pre-hire allocation and is the correct approach per Oracle's checklist setup process.

Option B: Managers can manually allocate checklists from the Onboarding work area, but this is not automatic and does not guarantee allocation before the hire date, as it depends on manager intervention post-hire.

Option C: Areas of responsibility (AOR) can trigger checklists, but this is typically for existing employees when assigned specific responsibilities, not for pre-hire scenarios.

Option D: Life events (e.g., marriage, birth) can trigger checklists, but they are unrelated to the hiring process or pre-hire allocation.

Option E: Eligibility profiles can automate checklist allocation based on criteria (e.g., job, location), but they apply to active employees, not pending workers before their hire date.

The correct answer is A, as it leverages the Pending Worker action to meet the pre-hire requirement, as detailed in "Implementing Global Human Resources" under Checklist Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 11: Checklists.

NEW QUESTION # 21

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