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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q97-Q102):

NEW QUESTION # 97

You have a business requirement to default the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

- A. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- B. Enable the Default Business Title field on the Enterprise HCM Information task, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select Retain User Changes,

Automatically Update Based on Job Change, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

- D. Enable the Default Business Title field on the Legal Entity HCM Information task, and select Retain User Changes, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Defaulting the Business Title in Oracle HCM Cloud during assignment updates is controlled by a profile option, not HCM Information tasks.

Option D ("Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change") is correct. The profile option

"ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM" determines how the Business Title is populated in responsive flows (e.g., Change Assignment). Available settings are:

Retain User Changes: Keeps manual edits.

Automatically Update Based on Job Change: Updates from the job title.

Automatically Update Based on Position Change: Updates from the position title. This is detailed in the "Implementing Global Human Resources" guide under profile options.

Option A and B reference HCM Information tasks, which don't control this feature.

Option C adds "Allow Override if Position Data is Overridden," which is not a valid setting for this profile option.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Profile options for employment flows.

"Oracle Human Resources Cloud: Using Global Human Resources" - Assignment updates.

NEW QUESTION # 98

As an HR Specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the shift through the Manage Employment task.
- B. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.
- **C. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.**
- D. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, creating and assigning a work schedule involves a structured process to define working hours for employees. The components include shifts (specific time blocks), work patterns (sequences of shifts), and work schedules (combinations of patterns and rules), which are then assigned via work schedule assignments.

Option A: This sequence is incorrect because it places the work pattern before the shift. A work pattern relies on predefined shifts, so the shift must be created first.

Option B: This option skips the creation of a work schedule, which is a critical step. Assigning a work pattern directly without a work schedule does not align with Oracle's process, as the work schedule is the entity assigned to employees.

Option C: This is the correct sequence:

Create a shift: Define the specific working hours (e.g., 9 AM - 5 PM).

Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 days off).

Create a work schedule: Define the overall schedule, including the pattern and any exceptions.

Assign the schedule through work schedule assignment: Link the schedule to employees via the Work Schedule Assignment task. This matches Oracle's documented process for managing work schedules.

Option D: Assigning a shift directly via the Manage Employment task is not a valid method. Work schedules (not individual shifts) are assigned to employees, making this option incorrect.

The correct answer is C, as it follows the complete and logical flow outlined in Oracle's "Using Global Human Resources" guide.

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

NEW QUESTION # 99

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company, X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its own Payroll Statutory Unit (PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Entity task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Entity duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entity task is restricted to authorized users.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action:

From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Entity task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Legal Entity by scrolling or using the search bar (type "Manage Legal Entity").

Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Entity to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, including legal entities. The Manage Legal Entity task is designed to create and manage legal entities, including their attributes and associations. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Entity under Workforce Structures, accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Entity.

Step 4: Initiate Creation of a New Legal Entity

Action:

On the Manage Legal Entity page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface). This opens the Create Legal Entity page for entering the legal entity details.

Explanation: The Manage Legal Entity page displays a searchable list of existing legal entities. The Create action starts the process of adding a new legal entity, opening a form where details like name, identifier, and address can be entered.

Verification: Oracle's UI for managing legal entities includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Entities.

Step 5: Enter the Legal Entity Details

Action: On the Create Legal Entity page, enter the following details as provided in the scenario:

Name: Enter X Cloud Vision.

Legal Entity Identifier: Enter XCLDVIS.

Country: Select United States from the dropdown list.

Legal Address: Search for and select the previously created address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127.

Click the Search icon (magnifying glass) in the Legal Address field.

Enter Dearborn Heights or 900 Main St in the search criteria and click Search.

Select the address and click OK.

EIN or TIN: Enter 93654213X.

Legal Reporting Unit Registration Number: Enter 1212321X.

Organization Type: Select Legal Employer (as the legal entity is a company with employees).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Payroll Statutory Unit: Check the box for Payroll Statutory Unit or select Yes to designate the legal entity as its own PSU.

Explanation:

Name: The legal entity name must be X Cloud Vision, matching the scenario exactly for identification.

Legal Entity Identifier: XCLDVIS is a unique code for the legal entity, used in system processes and reporting.

Country: United States is required, as the address is in Michigan.

Legal Address: The address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) was created in a previous task (Question 142) and must be selected to link it to the legal entity. The search ensures the correct address is used.

EIN or TIN: 93654213X is the Employer Identification Number or Tax Identification Number, used for tax reporting.

Legal Reporting Unit Registration Number: 1212321X identifies the legal reporting unit for compliance purposes.

Organization Type: Legal Employer is appropriate, as the company employs workers (implied by manufacturing operations).

Effective Start Date: Oracle uses effective dating to track legal entity validity. The current date (04/15/2025) is used unless otherwise specified.

Payroll Statutory Unit: Designating the legal entity as a PSU ensures it handles its own payroll reporting and compliance, as required by the scenario. This creates a PSU automatically tied to the legal entity.

Verification: Oracle documentation specifies mandatory fields (e.g., Name, Country, Address) and optional fields (e.g., EIN/TIN) for legal entity creation. The Payroll Statutory Unit option is explicitly supported, and the provided details align with US legal entity requirements.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Legal Entity Fields.

Step 6: Configure Additional Settings (if prompted)

Action:

Jurisdiction: If prompted, select United States, Michigan as the jurisdiction for compliance with state regulations.

Payroll Statutory Unit Details: If a PSU section appears, confirm the PSU name (defaults to X Cloud Vision) and ensure the EIN or TIN and Registration Number are carried over.

Primary Legal Address: Verify that 900 Main St, Dearborn Heights, Wayne, Michigan 48127 is marked as the primary legal address (typically automatic).

Explanation:

Jurisdiction: Michigan is the appropriate jurisdiction for a US-based company in Dearborn Heights.

PSU Details: Creating a PSU requires minimal additional input, as the legal entity's details (e.g., EIN/TIN) are reused.

Primary Legal Address: Oracle requires at least one primary address for compliance; the selected address fulfills this role.

Verification: Oracle documentation confirms that PSU creation can be integrated with legal entity setup, and jurisdiction and address settings are standard fields.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section:

Payroll Statutory Units.

Step 7: Save the Legal Entity

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the legal entity and PSU.

Explanation: Saving creates the legal entity and, if selected, the associated PSU in the system. The Save and Close button finalizes the task, while Save allows additional configurations (e.g., adding more addresses).

Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for legal entity creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Entities.

Step 8: Verify the Legal Entity Creation

Action:

Return to the Manage Legal Entity page.

In the search criteria, enter X Cloud Vision or XCLDVIS and click Search.

Confirm that the new legal entity appears with the details:

Name: X Cloud Vision

Identifier: XCLDVIS

Legal Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

EIN or TIN: 93654213X

Legal Reporting Unit Registration Number: 1212321X

Payroll Statutory Unit: Yes

Effective Start Date: 04/15/2025

Optionally, verify the PSU by navigating to the Manage Payroll Statutory Units task and searching for X Cloud Vision.

Explanation: Verification ensures the legal entity and PSU were created correctly. Searching by name or identifier confirms the record's accuracy and checks for errors. Checking the PSU separately validates its creation if required.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Entity page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Entities.

Detailed Explanation

Purpose of Legal Entity: A legal entity represents a registered organization for compliance, tax, and payroll purposes. X Cloud Vision as a legal employer and PSU ensures it handles its own workforce and reporting obligations.

Payroll Statutory Unit: Designating the legal entity as a PSU means it acts as the entity responsible for payroll calculations and statutory reporting (e.g., W-2 forms in the US). This aligns with the scenario's requirement for independence.

Legal Address Integration: The address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) links the legal entity to its physical or registered location, critical for compliance. The prior creation of this address (Question 142) ensures it is available for selection.

EIN/TIN and Registration Number: The EIN/TIN (93654213X) and Legal Reporting Unit Registration Number (1212321X) are unique identifiers for tax and reporting, formatted as per US requirements.

Redwood Interface: In the Redwood interface (24C and later), the Manage Legal Entity page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the core fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the legal entity is active from the specified date, supporting future changes (e.g., address updates).

Key Considerations

Accuracy: All details (X Cloud Vision, XCLDVIS, 93654213X, 1212321X) must be entered exactly as provided to avoid errors in reporting or compliance.

Address Availability: The legal address must exist in the system (from Question 142). If not found, revisit the Manage Legal Addresses task to create it first.

PSU Creation: Checking the PSU box automatically creates a PSU linked to the legal entity, reusing the provided EIN/TIN and registration number unless overridden.

Security: Only users with the Manage Legal Entity privilege can perform this task. Role mismatches require administrative intervention.

Jurisdiction: Selecting United States, Michigan ensures compliance with state-specific regulations, though it may be optional in some configurations.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Entity privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Address Not Found: If the address (900 Main St) is missing, the system prevents saving. Solution: Create the address using the Manage Legal Addresses task (as per Question 142) before proceeding.

Duplicate Identifier: If XCLDVIS already exists, an error occurs. Solution: Search for the identifier first; if it exists, coordinate with the implementation team to resolve conflicts.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create) or layouts. Solution: Follow field prompts and ensure all required fields are completed.

PSU Configuration: If PSU creation prompts additional fields, use default values derived from the legal entity unless specified. Solution: Confirm EIN/TIN and registration number alignment.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

Section: Manage Legal Entity: "Steps to create legal entities, including name, identifier, address, and PSU designation." Section: Payroll Statutory Units: "Explains how legal entities can be configured as PSUs for payroll reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

Section: Creating Legal Entities: "Details on entering legal entity attributes and linking addresses." Section: Legal Entity Compliance: "Importance of EIN/TIN and registration numbers." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27 Creatures of the Void: A Journey into the Unknown Creatures of the Void: A Journey into the Unknown Section: Redwood Experience for Workforce Structures: "Enhanced UI for legal entity and address management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

Section: Workforce Structures: "Streamlined legal entity setup with PSU integration.

NEW QUESTION # 100

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Enterprise Structure
- B. Define Reference Data Sharing
- C. Define Enterprise
- D. Define Currency

Answer: A,B,C

Explanation:

Full Detailed in Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

Define Enterprise (B): Establishes the top-level enterprise entity.

Define Reference Data Sharing (C): Sets up data sharing rules across business units.

Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Business Process Model".

NEW QUESTION # 101

By default, any user who has access to Checklist Templates can create Task Groups to create a group of common tasks. How can we restrict the creation by Role?

- A. Configure Person Security Profile.
- B. Configure Exclude Rules from Workforce Structures.
- C. Configure Role in Category Security.

Answer: C

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization

operates independently of self-service capabilities, making this option invalid.

* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

NEW QUESTION # 102

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