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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q28-Q33):

NEW QUESTION # 28

Which of the following statuses allows for additional values to be created?

- A. HR Status
- B. Payroll Status
- C. Assignment Status

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

NEW QUESTION # 29

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

Answer: D

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 # 30

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. 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.
- C. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- **D. 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.**
- E. 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.

Answer: D

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 # 31

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

Answer: B

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 # 32

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- **A. Workforce Modeling**
- **B. Core Human Resources**
- **C. Workforce Directory**
- D. Time and Labor
- E. Workforce Compensation

Answer: A,B,C

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

Reference: Oracle HCM Cloud: Global Human Resources Implementation Guide, "Business Process Overview".

NEW QUESTION # 33

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