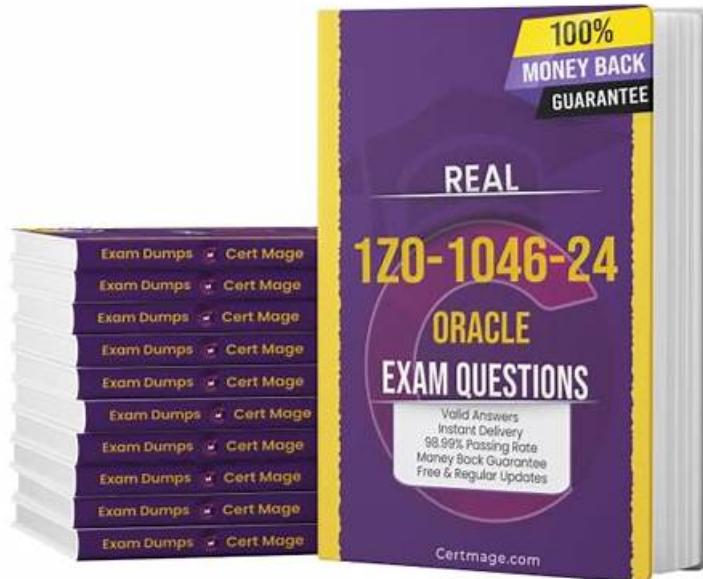


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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q13-Q18):

NEW QUESTION # 13

In an organization, a line manager is going on a long vacation and wants all his approval notifications 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. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.**
- D. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

Oracle HCM Cloud's BPM Worklist allows users to set Vacation 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.

NEW QUESTION # 14

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs, five divisions, five legal employers, and five PSUs.
- B. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- **C. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).**
- D. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.

* LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.

* Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.

* Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.

* PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).

* Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.

* Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.

* Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.

* Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

The correct answer is D, per "Implementing Global Human Resources" on enterprise structures.

NEW QUESTION # 15

As the Workflow Administrator, you are responsible for ensuring that approval workflows are handled on time. If you notice outstanding notifications, how can you move an approval along?

- A. Approve the workflow on behalf of the assigned Approver.
- **B. Reassign the workflow to another Approver.**
- C. Push back the workflow to another Approver.

Answer: B**NEW QUESTION # 16**

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Calendar Events, Shifts, Patterns, Schedules
- B. Shifts, Schedules, Patterns, Calendar Events
- **C. Patterns, Calendar Events, Shifts, Schedules**
- D. Schedules, Patterns, Shifts, Calendar Events

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 17

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

- A. Payroll Status
- B. HR 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.

NEW QUESTION # 18

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