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Oracle Global Human Resources Cloud 2025 Implementation Professional

Sample Questions (Q122-Q127):

NEW QUESTION # 122

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the model profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content item, create a new content type, link the content item to the person profile.
- **D. Create a new content type, create content items for that type, link the content type to the person profile.**

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13: Workforce Profiles.

NEW QUESTION # 123

What are four benefits of Enterprise Structure Configurator (ESC)?

- A. Cannot roll back an enterprise that is created through ESC
- **B. Can review the enterprise configuration before loading it**
- **C. Can create multiple configurations to test multiple scenarios**
- **D. Can create all organizational structures at once**
- **E. Can roll back an enterprise configuration after loading it**

Answer: B,C,D,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) offers several benefits:

B: Allows creation of multiple configurations for testing different scenarios, enhancing flexibility.

C: Supports rollback of configurations post-loading if adjustments are needed, ensuring reversibility.

D: Enables review of the configuration before final loading, reducing errors.

E: Facilitates simultaneous creation of all organizational structures, streamlining setup.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "ESC Benefits".

NEW QUESTION # 124

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can access John's portrait and click Promote under the Actions menu.
- **B. The line manager can select My Portrait and click Promote under the Actions menu.**
- **C. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.**
- D. The line manager can promote John from Organization Chart Actions under Personal and Employment.

Answer: B,C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.

Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.

Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.

Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.

Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer).

Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Promotion process navigation.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Manager self-service actions.

NEW QUESTION # 125

Select three correct Workforce Structure definitions.

- A. Department
- B. Location
- C. Geography
- D. Country
- E. Division
- F. Facility

Answer: A,B,E

Explanation:

Workforce Structures in Oracle Global Human Resources Cloud define organizational and operational entities.

Option A: Facility is not a standard workforce structure; it might be a custom term.

Option B: Geography is part of the geography hierarchy, not a workforce structure.

Option C: Correct. Division is a workforce structure for grouping operations (e.g., Line of Business).

Option D: Correct. Department is a workforce structure for organizational units.

Option E: Country is a geography element, not a workforce structure.

Option F: Correct. Location is a workforce structure defining physical work sites.

The correct answers are C, D, and F, per "Implementing Global Human Resources" on workforce structures.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

NEW QUESTION # 126

Which three statements are true about HCM Cloud trees?

- A. With the exception of geography trees, you can create multiple trees for each HCM tree type.
- B. You can create multiple versions of each tree.
- C. You can create multiple trees for the geography tree type.
- D. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:

A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.

C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.

D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are

limited to one per country due to their predefined structure.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Managing Trees".

NEW QUESTION # 127

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