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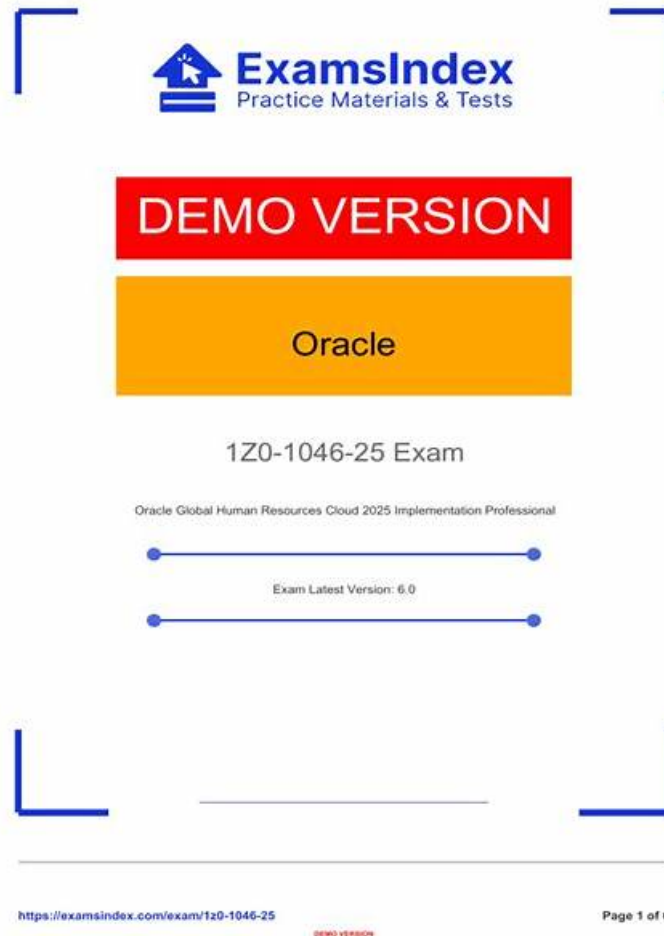
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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q59-Q64):

NEW QUESTION # 59

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

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

Answer: B

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 additionalUser-Defined Assignment Statusesvia 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,Bis the correct answer.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

NEW QUESTION # 60

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are employees allowed to directly make on their own My Public Info page that all users with access to view their Public Spotlight can see?

- A. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- B. Home address, area of interest, contact information, profile photo, public message, and background photo
- C. About me, contact information, profile photo, public message, favorites, and background photo
- D. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).
Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.
Reference:Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

NEW QUESTION # 61

Availability (work time) can be defined in HCM Cloud in different ways. In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Published schedules, Primary work schedule, Employment work week, Standard working hours
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Standard working hours, Primary work schedule, Employment work week, Published schedules
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, an employee's work schedule is determined by a precedence order, as outlined in the "Managing Workforce Schedules" guide. The system searches:
Published schedules(specific schedules assigned to the worker, highest priority).
Employment work week(defined in the employment record).
Primary work schedule(a general schedule linked to the worker or job).
Reference:Oracle Global Human Resources Cloud - Managing Workforce Schedules, "Schedule Precedence" section.

NEW QUESTION # 62
Your users have commented that time to assign an Area of Responsibility is wasted, due to the fact that they have to keep adding the same scope to several users, and were wondering if there was functionality to allow for scopes to be preset and used multiple times. How can this be achieved?

- A. Areas of Responsibility Duplication
- B. Areas of Responsibility Preferences
- C. Areas of Responsibility Default Settings
- D. Areas of Responsibility Templates

Answer: D

Explanation:
In Oracle HCM Cloud,Areas of Responsibility (AOR) Templatesallow administrators to predefine AOR scopes (e.g., departments, locations) and reuse them across multiple users. This feature, accessible via the Manage Areas of Responsibility task, streamlines assignment by saving common configurations as templates, reducing repetitive manual entry. Users can then apply these templates when assigning AORs, meeting the requirement for preset, reusable scopes.
Option B (Preferences) relates to user settings, not AOR configuration. Option C (Duplication) isn't a formal feature-duplicating AORs is manual. Option D (Default Settings) doesn't exist for AORs. Option A correctly identifies AOR Templates as the solution, per Oracle's functionality.
References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Areas of Responsibility section.

NEW QUESTION # 63
Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action reason, associate the action reason with a new or existing action, use that action and action reason during termination
- B. Create a new action type, create a new action, create a new action reason and use it during termination
- C. Create a new action type, create a new action reason and use it during termination
- D. Create a new action reason and associate it with the available action type, use it during termination
- E. Create a new action, create a new reason and use it during termination

Answer: A

Explanation:
To track voluntary terminations in Oracle Global Human Resources Cloud, the "Managing Workforce Records" guide advises:
Create a new action reason: Define a specific reason (e.g., "Voluntary Resignation").
Associate it with a new or existing action: Link it to an existing Action (e.g., "Termination") or create a new one (e.g., "Voluntary Termination").
Reference:Oracle Global Human Resources Cloud - Managing Workforce Records, "Configuring Actions and Reasons for Termination" topic.

NEW QUESTION # 64

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