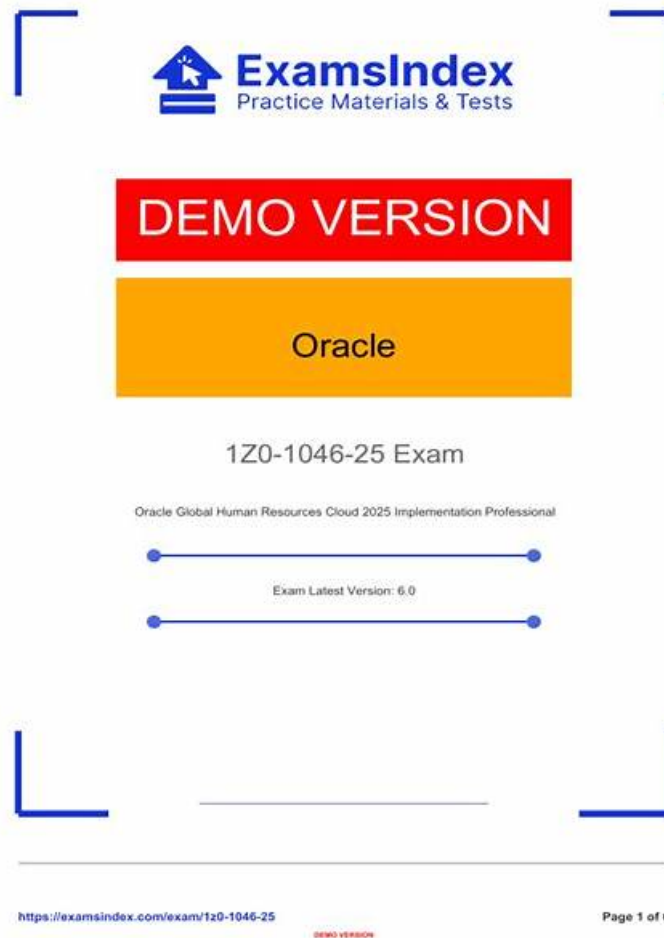


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q13-Q18):

NEW QUESTION # 13

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. It predicts individual voluntary termination and performance.
- B. It predicts team voluntary termination and performance.
- C. Contingent Worker and Nonworker work relationships are included.
- D. Performance predictions are available for both teams and individual assignments.
- E. It predicts team/individual involuntary termination and performance.

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.

Option A ("Performance predictions are available for both teams and individual assignments"): True.

Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.

Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.

Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team-level voluntary termination rates and performance trends, supporting broader workforce planning.

Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitly configured.

Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations, not involuntary (e.g., layoffs), as its primary predictive focus.

References:

"Oracle Human Resources Cloud: Using Workforce Predictions" - Overview of prediction capabilities.

"Oracle Global Human Resources Cloud: Implementing Workforce Predictions" - Scope and limitations.

NEW QUESTION # 14

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 > Associate it with an existing action type > Create a new action reason and use it 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 > Create a new reason and use it during termination.
- E. Create a new action reason and associate it with the available action type. Use it during termination.

Answer: A

Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need a custom action and action reason:

Create a new action (e.g., "Voluntary Exit") via Manage Actions.

Associate it with an existing action type (e.g., "Termination") to categorize it correctly.

Create a new action reason (e.g., "Personal Reasons") and link it to the action, then use it during termination transactions.

This sequence enables reporting via tools like OTBI. Option B skips the action, limiting granularity. Options C and D create a new action type, which is unnecessary—existing types suffice. Option E misses associating the action with a type. Option A follows Oracle's recommended process for detailed tracking.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Actions Framework section.

NEW QUESTION # 15

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A. Departments
- B. Location
- C. Positions
- D. Grades
- E. Actions
- F. Jobs

Answer: A,B,D,F

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

Jobs (A): Shared or restricted by business unit for employment consistency.

Grades (D): Linked to compensation and restricted by RDS.

Location (E): Physical work locations shared or restricted via RDS.

Departments (F): Organizational units managed via RDS for segregation.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Reference Data Sets".

NEW QUESTION # 16

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Action Types are seeded.
- B. Additional Action Types can be created.
- C. Every Action Type can have multiple actions within it.
- D. If Termination is an action, Normal Termination is an Action Type.
- E. An Action Type cannot be associated with user-defined actions.

Answer: A,C

Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 17

Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

- A. Salary Basis
- B. Grade Rate
- C. Grade
- D. Grade Ladder

Answer: A

Explanation:

Full Detailed in Depth Explanation:

To track base pay at the worker level in Oracle HCM Cloud, the Salary Basis must be configured. Salary Basis defines how a worker's pay is calculated (e.g., hourly, annual) and links to payroll elements for tracking.

B(Grade) and C(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

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

NEW QUESTION # 18

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