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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q67-Q72):

NEW QUESTION # 67

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Create an appropriate job set.
- **B. Progression Job Information must be defined during job creation.**
- C. Descriptive flexfields must be defined to hold Progression Job Information.
- D. Job Evaluation criteria must be set up during job creation.
- E. Benchmark all the jobs in the system.

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, job progression information can be configured to assist HR specialists during processes like promotions by displaying potential next jobs in the Job field's list of values (LOV). The requirement here is to show the next three jobs an employee can progress to, which relates to the job setup.

Option E ("Progression Job Information must be defined during job creation") is correct. Oracle allows you to define job progression details when creating or editing a job in the system. This is done via the "Progression Job Information" section in the job definition, where you can specify a job family or progression path, including the next jobs in the sequence. When an HR specialist promotes an employee and searches the Job field, the system can display these related jobs in the LOV based on this setup. The "Implementing Global Human Resources" guide explains how job progression paths can be configured to support career planning and promotion processes.

Option A ("Descriptive flexfields must be defined to hold Progression Job Information") is incorrect because descriptive flexfields (DFFs) are used for custom attributes, not for defining job progression paths natively in the Job field LOV.

Option B ("Create an appropriate job set") is incorrect. Job sets are used to group jobs for reporting or processing, not to define progression paths visible in the Job field.

Option C ("Benchmark all the jobs in the system") relates to compensation benchmarking and does not influence job progression visibility in the LOV.

Option D ("Job Evaluation criteria must be set up during job creation") is about evaluating job worth (e.g., for compensation), not progression paths.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Managing Jobs, job progression setup.

"Oracle Human Resources Cloud: Using Workforce Structures" - Details on job configuration.

NEW QUESTION # 68

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- **A. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.**
- B. Division is a delivered field on the worker assignment, so when a worker is hired, the correct division would be selected by the user entering the information.
- **C. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.**
- D. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

Answer: A,C

Explanation:

In Oracle Global Human Resources Cloud, divisions are part of the workforce structure and can be associated with workers indirectly through other structures like positions, departments, or flexfields.

Option A: Incorrect. Division is not a delivered field on the position object; it's a separate workforce structure. While positions can link to departments or business units, they do not inherently carry a division field.

Option B: Correct. By configuring an Organization Tree (via Manage Organization Trees), you can define a hierarchy where departments roll up to divisions. Associating a worker with a department in this hierarchy links them to the corresponding division indirectly.

Option C: Incorrect. Division is not a standard delivered field on the worker assignment; it must be configured via flexfields or derived through hierarchy.

Option D: Correct. You can extend the assignment record using a descriptive flexfield (DFF), defining a segment with a table value set linked to the Division object. During assignment creation, selecting a division in this segment associates the worker with it. The correct answers are B and D, as supported by "Implementing Global Human Resources" under Workforce Structures and Flexfields.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures, Chapter 8: Flexfields.

NEW QUESTION # 69

Which is a new feature available on the Redwood Cancel Work Relationship page?

- A. Ability to track employee attendance and absences
- **B. Capability to record additional information during work relationship cancellation**
- C. Option to generate automated performance reports

Answer: B

Explanation:

The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.

* Option A: Ability to track employee attendance and absences Tracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.

* Option B: Capability to record additional information during work relationship cancellation This is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.

* Option C: Option to generate automated performance reports Generating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation"

NEW QUESTION # 70

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- **A. Site**
- **B. User**
- C. Product
- D. Role

Answer: A,B

Explanation:

Full Detailed in Depth Explanation:

Profile Options in Oracle HCM Cloud control system behavior and can be set at:

A: Site level, applying globally to all users and organizations.

D: User level, allowing personalization for individual users.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Profile Options Setup".

NEW QUESTION # 71

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. 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.
- 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, five divisions, five legal employers, and five PSUs.
- **D. 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).**

Answer: D

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.

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

NEW QUESTION # 72

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