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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q157-Q162):

NEW QUESTION # 157

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.

Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addresses task within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Setup User role. These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action: From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) and select Setup and Maintenance under the Tools section.

Explanation: The Setup and Maintenance work area provides access to all implementation tasks, organized by functional areas. This is the starting point for configuring legal addresses.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Functional Area and Task

Action:

In the Setup and Maintenance work area, select the Workforce Structures functional area from the Functional Area dropdown list. Search for the task Manage Legal Addresses by typing "Manage Legal Addresses" in the search bar or navigating to the task list under Workforce Structures.

Click the Go to Task icon next to Manage Legal Addresses to open the task.

Explanation: The Manage Legal Addresses task is used to create, edit, or delete addresses for legal entities.

It is located under the Workforce Structures functional area, which includes tasks related to legal entities, locations, and addresses. Filtering by the functional area and task name ensures you access the correct configuration page.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Create a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create icon (usually a plus sign or "Create" button) to start creating a new address. The Create Legal Address page opens, where you will enter the address details.

Explanation: The Manage Legal Addresses page displays a list of existing addresses, and the Create action initiates the process of adding a new address. This page is designed to capture all required address components, including validation for country-specific formats.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

Step 5: Enter Address Details

Action: Enter the following details based on the provided scenario (900 Main St, Dearborn Heights, Wayne, Michigan 48127):

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter Wayne (select from the dropdown if prompted, as Wayne is a county in Michigan).

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Purpose: Select Legal (or ensure the address is marked for use as a legal address, depending on the configuration).

Effective Start Date: Enter the current date or the date the address becomes effective (e.g., 04/15/2025, based on the current date). If the acquisition date is specified, use that date.

Validate Address: Click the Validate button (if available) to ensure the address is recognized by Oracle's address validation service.

Explanation:

The address fields must match the format expected for the United States, including mandatory fields like Address Line 1, City, State, and Postal Code. The County field (Wayne) is optional but should be included for accuracy, as it is part of the provided address.

The Address Purpose field determines how the address is used (e.g., legal, mailing). Since the task is to create a legal address, ensure the purpose is set to Legal.

Address validation checks the address against a third-party service (if enabled) to confirm its accuracy. Oracle uses services like Loqate or internal validation rules to verify US addresses.

The Effective Start Date ensures the address is active from the specified date. Historical or future-dated addresses can be created, but for a new acquisition, the current or acquisition date is appropriate.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Address

Action:

After entering and validating the address, click Save or Save and Close to store the address.

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system that can be associated with a legal entity. The address is now available for use in other tasks, such as assigning it to a legal entity or location.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Associate the Address with a Legal Entity (Optional)

Action:

If the scenario requires linking the address to a specific legal entity (not explicitly stated but implied by "legal address for the legal entity"), navigate to the Manage Legal Entity task in the Setup and Maintenance work area.

Search for the legal entity representing the acquired company (or create a new one if it does not exist).

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Save the changes to the legal entity.

Explanation: A legal address must be associated with a legal entity to be used for reporting, compliance, or operational purposes.

The Manage Legal Entity task allows you to link the address to the entity. If the legal entity is not yet created, you may need to create it first using the Manage Legal Entity task, specifying details like the entity name and jurisdiction. Since the scenario does not provide the legal entity's name, this step is noted as optional but recommended to complete the task fully.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Step 8: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

Search for the address by entering 900 Main St or Dearborn Heights in the search criteria.

Confirm that the address appears in the list with the correct details and effective date.

Explanation: Verifying the address ensures that it was created correctly and is available for use. This step confirms the task's success and checks for any errors in data entry or validation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Detailed Explanation

Context of Legal Addresses: In Oracle HCM Cloud, a legal address is a critical component for a legal entity, used for tax reporting, compliance, and operational purposes. The address must be precise and validated to ensure it meets regulatory requirements, especially for a newly acquired company.

Address Validation: Oracle supports address validation through integration with third-party services or internal rules. For US addresses, fields like City, State, and Postal Code are cross-checked to ensure accuracy.

The provided address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) is a valid US address format, with Wayne being the county, which should be included for completeness.

Effective Dating: Legal addresses are effective-dated, meaning they can have start and end dates to reflect changes over time. For a new acquisition, the effective start date should align with the acquisition date or the current date if not specified.

Association with Legal Entity: While the scenario focuses on creating the address, Oracle's best practice requires linking it to a legal entity. This step ensures the address serves its intended purpose for the acquired company manufacturing spring hinges in Michigan.

Potential Challenges:

If address validation is enabled and the address is not recognized, you may need to manually confirm its accuracy or correct minor discrepancies.

If the legal entity does not exist, you must create it first, which requires additional details like the entity's name and jurisdiction (e.g., Michigan, USA).

User access issues could prevent task execution, requiring role adjustments by an administrator.

Key Considerations

Accuracy: Ensure all address components are entered exactly as provided to avoid validation errors.

Permissions: Verify that the user has the Manage Legal Address privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Legal Addresses page may have an enhanced UI with improved search and validation features, but the core steps remain the same.

Audit Trail: Creating a legal address generates an audit trail, which can be reviewed in the Audit Reports section if needed for compliance.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Describes how to create and manage addresses for legal entities, including validation and effective dating." Section: Legal Entity Configuration: "Explains how to associate addresses with legal entities for compliance and reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Steps to create a legal address, including mandatory fields and validation." Section: Address Validation: "Details on how Oracle validates addresses using third-party services or internal rules." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

Section: Redwood Experience for Workforce Structures: "Enhanced UI for tasks like Manage Legal Addresses, improving usability and validation."

NEW QUESTION # 158

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have executed a pushback on the request.
- B. The second-level approver might have opted for an ad hoc route.
- C. The second-level approver might have approved the request.
- D. The second-level approver might have rejected the request.
- E. The second-level approver might have reassigned the request.

Answer: A,B,E

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 159

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

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

Answer: E

Explanation:

In Oracle Global Human Resources Cloud, the Public Info/Spotlight page in the Directory allows employees to update certain fields visible to others, managed via the "Edit My Public Info" action.

Option A: "HR representative information" is not editable by employees; it's system-managed.

Option B: Not a valid answer option.

Option C: "Peer information" is not a standard editable field on the public profile.

Option D: "Home address" is private and not part of the public profile; it's restricted.

Option E: Correct. Employees can update:

About me (bio),

Contact information (e.g., work phone),

Profile photo,

Public message (status),

Favorites (e.g., interests),

Background photo (header image).

The correct answer is E, per "Using Global Human Resources" on Directory features.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 4: Directory.

NEW QUESTION # 160

When creating a checklist task, you must assign a task performer. What values are supported?

- A. Worker, Manager, Initiator, User, Area of Responsibility
- B. Worker, Manager, Initiator, Area of Responsibility
- C. Worker, Manager, Initiator, User, HR Specialist Data Role
- D. Worker, Manager, Initiator, User, Area of Responsibility, HR Specialist Job Role

Answer: A

Explanation:

When configuring checklist tasks in Oracle Global Human Resources Cloud, a task performer must be assigned to indicate who is responsible for completing the task. The "Using Global Human Resources" guide under "Checklists" specifies the supported performer types as: Worker (the individual the checklist pertains to), Manager (the worker's line manager), Initiator (the person who triggered the checklist), User (a specific named user), and Area of Responsibility (a group defined by responsibility criteria, such as HR representatives). Option A lists all five supported values accurately. Option B adds "HR Specialist Job Role," which is not a directly supported performer type for checklists (job roles are used in security, not task assignment). Option C omits "User," and Option D incorrectly includes "HR Specialist Data Role" instead of "Area of Responsibility." Thus, A is the correct answer.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Configuring Checklist Tasks" topic.

NEW QUESTION # 161

You are assigned to work with a customer who uses Checklists. This organization is an ever-changing organization and needs to be nimble with Checklist requirements. There are many instances where Journey Templates as well as Tasks may need to be updated even after a Journey has been assigned. How can you accommodate this?

- A. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- B. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using a list of person names. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- C. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is mandatory to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.

Answer: A

Explanation:

The "Update Assigned Journey Attributes Based on Modified Journey Template" process in Oracle HCM Cloud allows updates to assigned journeys and tasks after modifications to the underlying template. The documentation specifies that this process synchronizes only in-progress journeys/tasks (not terminal statuses like Completed or Cancelled). Key parameters include Checklist Name and Task Name, where providing a Task Name makes Checklist Name optional-not mandatory-allowing flexibility in targeting specific tasks across checklists. Parameters are displayed as IDs in the ESS Process Details dialog box. Users can specify a comma-separated list of person numbers to limit updates to specific individuals; otherwise, all open allocations are updated. Option A incorrectly mentions "list of person names" instead of person numbers, which is not supported. Option B wrongly states that Checklist Name is mandatory with Task Name, contradicting the documentation. Option C correctly aligns with Oracle's description: optional Checklist Name with Task Name, comma-separated person numbers,

and broad synchronization if unspecified, making it the accurate choice.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Checklists section.

NEW QUESTION # 162

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