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Oracle Global Human Resources

Cloud 2025 Implementation Professional

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q75-Q80):

NEW QUESTION # 75

Which three statements are true about Person Number? (Choose three.)

- A. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- B. Initial Person Number cannot be provided at enterprise level.
- C. Person Numbers for contacts are generated automatically.
- D. Initial Person Number can be provided at enterprise level.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created.

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier assigned to individuals (employees, contingent workers, contacts, etc.). Its generation method can be configured at the enterprise level, and its behavior depends on the setup.

Option A ("Initial Person Number can be provided at enterprise level"): True. During enterprise setup in the "Manage Enterprise HCM Information" task, you can specify whether Person Numbers are generated automatically or manually and provide an initial value (e.g., starting number). This is documented in the "Implementing Global Human Resources" guide.

Option C ("Person Numbers for contacts are generated automatically"): True. Contacts (e.g., emergency contacts or dependents) automatically receive Person Numbers when created, regardless of the generation method for employees. This ensures uniqueness across all person types, as per Oracle's standard functionality.

Option E ("If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created"): True. The generation method is configurable in the enterprise setup and can be changed from manual to automatic (or vice versa) at any time before or after records are created, though changes after record creation may require careful handling of existing data.

Option B ("If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created"): False. This statement is incomplete and misleading. The method can be changed regardless of whether a record exists, but the wording implies a restriction that isn't accurate.

Option D ("Initial Person Number cannot be provided at enterprise level"): False. As noted in Option A, the initial value can be set at the enterprise level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Enterprise HCM Information, Person Number setup.

"Oracle Human Resources Cloud: Using Global Human Resources" - Person Number generation rules.

NEW QUESTION # 76

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- B. Create a new action > Associate it with an existing action type > 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: E

Explanation:

Full Detailed in Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.

Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:

Use an existing Action Type (e.g., Termination).

Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons." Associate it with the Termination Action Type.

Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the "Implementing Global Human Resources" guide.

Option A omits associating the reason with an Action Type.

Option B overcomplicates by creating a new Action Type, which isn't necessary.

Option D skips creating an Action, which is required for proper tracking.

Option E reverses the logical order and assumes an unnecessary new Action.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Actions and Action Reasons setup.

"Oracle Human Resources Cloud: Using Global Human Resources" - Termination process.

NEW QUESTION # 77

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

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

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

Answer: D

Explanation:

In Oracle HCM Cloud, an employee's work schedule for an assignment is determined by a hierarchical search order, as outlined in the documentation. The system prioritizes the most specific schedule first, falling back to broader defaults if none is found:

Published Schedules: These are worker-specific schedules published via Time and Labor, taking top priority.

Primary Work Schedule: Defined at the assignment level in Manage Employment, this is the next check.

Employment Work Week: Set at the work relationship level, it applies if no specific schedule exists.

Standard Working Hours: Defined at the legal employer or enterprise level, this is the final fallback.

Option A (Published schedules, Primary work schedule, Employment work week, Standard working hours) matches this exact order. Option B starts with Standard working hours (the last resort), which is incorrect.

Option C prioritizes Employment work week over Published schedules, reversing the hierarchy. Option D swaps Primary work schedule and Employment work week, also incorrect. Option A is the verified sequence per Oracle's logic.

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

NEW QUESTION # 78

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- C. Role, Legal Entity, Country, Division, Action, and Worker Type
- D. Business Unit, Location, Position, Action, and Worker Type

Answer: D

Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location).

Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Transaction Design Studio Criteria" section.

NEW QUESTION # 79

Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.
- B. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.
- C. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.

Answer: A

Explanation:

The organization needs to download a large number of document records and their attachments for specific document types (Degree or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.

* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate. This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Types task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and

Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.

* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.

* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The Enterprise HCM Information task configures enterprise-level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.

* Why this answer? The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.

References

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

* Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."

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

* Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."

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

* Section: Document Management: "Details on configuring document types for mass operations."

NEW QUESTION # 80

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