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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q143-Q148):

NEW QUESTION # 143
Guided Journeys are displayed:

- A. In page or section headers
- B. When initiating a Quick Action
- C. In 72pt. flashing Orbit font
- D. Via the employees' "Journeys" tile

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
Guided Journeys in Oracle Global Human Resources Cloud are interactive processes designed to assist users in completing tasks or milestones. The "Using Journeys" guide specifies that Guided Journeys are primarily accessed and displayed via the "Journeys" tile on the employee's home page or navigation menu. This tile serves as the entry point for users to view and interact with assigned or available journeys, such as onboarding or career development tasks. Option A (page/section headers) relates more to Contextual Journeys, not Guided ones. Option B (72pt. flashing font) is fictional and not a feature of Oracle HCM. Option C (Quick Action) is a separate feature for initiating transactions, not specifically tied to Guided Journeys. Therefore, Option D is the correct answer.

NEW QUESTION # 144
In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Configure your legal entities
- B. Opt in to the Offering and Product areas you will be implementing
- C. Create additional Implementer User Profiles

Answer: B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation.
The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, makingCthe correct answer.

NEW QUESTION # 145
As an HR Specialist, it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display-but it does not. What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate and the salary basis are tied to different legislative data groups.

- C. The grade rate was not linked to the salary basis.
- D. The grade and the salary basis are tied to different legislative data groups.

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, the compa-ratio (comparison ratio) measures an employee's salary against the midpoint of a grade rate range. It's displayed in the employment or salary details section when entering a base salary, provided all components are correctly aligned.
Option A: Incorrect. Grade rates and salary basis don't need to share the same legislative data group (LDG) for compa-ratio calculation; LDGs partition data but don't directly affect this display unless misconfigured at a higher level.
Option B: Incorrect. The grade itself isn't tied to an LDG; it's the grade rate that matters. This option misattributes the relationship.
Option C: Incorrect. While frequency (e.g., monthly vs. annual) must align for accurate salary calculations, compa-ratio is normalized and should still display if the grade rate and salary basis are linked, even with frequency differences (assuming conversion is handled).
Option D: Correct. The compa-ratio requires a grade rate (defining min, mid, max values) to be associated with the salary basis used in the employee's record. If the grade rate isn't linked to the salary basis (via
"Manage Salary Basis" or "Manage Grade Rates"), the system lacks the reference range to compute and display the compa-ratio. This is a common setup oversight during implementation.
The correct answer isD, as detailed in "Using Global Human Resources" on salary management and grade rate integration.

NEW QUESTION # 146
Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

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

Answer: D

Explanation:
Full Detailed in Depth Explanation:
To track base pay at the worker level in Oracle HCM Cloud, theSalary Basismust 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) andC(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

NEW QUESTION # 147
As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.
- B. 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.
- C. 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.
- D. 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.

Answer: B,D

Explanation:
Full Detailed in Depth Explanation:
Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.
Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object,

allowing manual selection during assignment updates, as per the
"Implementing Global Human Resources" guide.
Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.
Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.
Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.

NEW QUESTION # 148

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