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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q122-Q127):

### NEW QUESTION # 122

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null.

Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- B. The BPM task NewPersonEmploymentApproval is not set up properly.
- C. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- D. The Update Person Keyword Search process must be run before hiring a person.

**Answer: B**

Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

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

#### NEW QUESTION # 123

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. Legislative Data Groups do not span enterprises.
- B. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- C. Legislative Data Groups can span enterprises.
- D. It is required to associate country and currency details while defining Legislative Data Group.
- E. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

**Answer: A,B,D**

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

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

#### NEW QUESTION # 124

Which new field has been added to the Redwood Person Spotlight search and Quick Actions to enhance the person search functionality?

- A. Person Number
- B. Job Title
- C. Department

**Answer: A**

Explanation:

The Redwood Person Spotlight search and Quick Actions in Oracle HCM Cloud enhance user experience by improving person

search functionality. The question asks which new field has been added to these features to enhance search capabilities.

\* Option A: Person Number This is the correct answer. Oracle's 24C release notes specify that the Person Number field has been added to the Redwood Person Spotlight search and Quick Actions. This allows users to search for individuals using their unique person number (e.g., EMP12345), improving precision and speed in locating employee records, especially in large organizations. The addition of Person Number enhances the search functionality by providing a direct identifier, complementing existing fields like name or email.

\* Option B: Job Title This option is incorrect. While Job Title is a searchable attribute in some HCM search contexts, Oracle's 24C and 25A release notes do not indicate that it was newly added to the Redwood Person Spotlight search or Quick Actions. Job title may already be part of other search criteria, but it is not highlighted as a new enhancement for this feature.

\* Option C: Department This option is incorrect. Department is a common attribute in HCM searches, but there is no mention in Oracle's recent documentation of it being added as a new field to the Redwood Person Spotlight search or Quick Actions. The focus of the enhancement is on Person Number to improve identification accuracy.

\* Why this answer? The addition of Person Number to the Redwood Person Spotlight search and Quick Actions directly enhances search precision, as it is a unique identifier for each employee. This aligns with Oracle's goal of streamlining user interactions in the Redwood interface, making A the correct choice.

#### References

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

\* Section: Redwood Experience for Person Spotlight: "Added Person Number to search fields in Person Spotlight and Quick Actions to enhance search functionality."

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

\* Section: Person Search: "Describes search capabilities, including new fields like Person Number in Redwood interfaces."

\* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

\* Section: Search Enhancements: "Continued improvements to Person Spotlight with unique identifiers."

## NEW QUESTION # 125

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

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

#### 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 # 126

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

#### Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company, X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its own Payroll Statutory Unit (PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

\* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

\* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Entity task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Entity duty role).

\* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entity task is restricted to authorized users.

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) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Entity task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both Redwood and responsive interfaces.

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

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Legal Entity by scrolling or using the search bar (type "Manage Legal Entity").

Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Entity to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, including legal entities. The Manage Legal Entity task is designed to create and manage legal entities, including their attributes and associations. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Entity under Workforce Structures, accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

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

Step 4: Initiate Creation of a New Legal Entity

Action:

On the Manage Legal Entity page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface). This opens the Create Legal Entity page for entering the legal entity details.

Explanation: The Manage Legal Entity page displays a searchable list of existing legal entities. The Create action starts the process of adding a new legal entity, opening a form where details like name, identifier, and address can be entered.

Verification: Oracle's UI for managing legal entities includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

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

Step 5: Enter the Legal Entity Details

Action: On the Create Legal Entity page, enter the following details as provided in the scenario:

Name: Enter X Cloud Vision.

Legal Entity Identifier: Enter XCLDVIS.

Country: Select United States from the dropdown list.

Legal Address: Search for and select the previously created address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127.

Click the Search icon (magnifying glass) in the Legal Address field.

Enter Dearborn Heights or 900 Main St in the search criteria and click Search.

Select the address and click OK.

EIN or TIN: Enter 93654213X.

Legal Reporting Unit Registration Number: Enter 1212321X.

Organization Type: Select Legal Employer (as the legal entity is a company with employees).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Payroll Statutory Unit: Check the box for Payroll Statutory Unit or select Yes to designate the legal entity as its own PSU.

Explanation:

Name: The legal entity name must be X Cloud Vision, matching the scenario exactly for identification.

Legal Entity Identifier: XCLDVIS is a unique code for the legal entity, used in system processes and reporting.

Country: United States is required, as the address is in Michigan.

Legal Address: The address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) was created in a previous task (Question 142) and must be selected to link it to the legal entity. The search ensures the correct address is used.

EIN or TIN: 93654213X is the Employer Identification Number or Tax Identification Number, used for tax reporting.

Legal Reporting Unit Registration Number: 1212321X identifies the legal reporting unit for compliance purposes.

Organization Type: Legal Employer is appropriate, as the company employs workers (implied by manufacturing operations).

Effective Start Date: Oracle uses effective dating to track legal entity validity. The current date (04/15/2025) is used unless otherwise specified.

Payroll Statutory Unit: Designating the legal entity as a PSU ensures it handles its own payroll reporting and compliance, as required by the scenario. This creates a PSU automatically tied to the legal entity.

Verification: Oracle documentation specifies mandatory fields (e.g., Name, Country, Address) and optional fields (e.g., EIN/TIN) for legal entity creation. The Payroll Statutory Unit option is explicitly supported, and the provided details align with US legal entity requirements.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Legal Entity Fields.

Step 6: Configure Additional Settings (if prompted)

Action:

Jurisdiction: If prompted, select United States, Michigan as the jurisdiction for compliance with state regulations.

Payroll Statutory Unit Details: If a PSU section appears, confirm the PSU name (defaults to X Cloud Vision) and ensure the EIN or TIN and Registration Number are carried over.

Primary Legal Address: Verify that 900 Main St, Dearborn Heights, Wayne, Michigan 48127 is marked as the primary legal address (typically automatic).

Explanation:

Jurisdiction: Michigan is the appropriate jurisdiction for a US-based company in Dearborn Heights.

PSU Details: Creating a PSU requires minimal additional input, as the legal entity's details (e.g., EIN/TIN) are reused.

Primary Legal Address: Oracle requires at least one primary address for compliance; the selected address fulfills this role.

Verification: Oracle documentation confirms that PSU creation can be integrated with legal entity setup, and jurisdiction and address settings are standard fields.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section:

Payroll Statutory Units.

Step 7: Save the Legal Entity

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the legal entity and PSU.

Explanation: Saving creates the legal entity and, if selected, the associated PSU in the system. The Save and Close button finalizes the task, while Save allows additional configurations (e.g., adding more addresses).

Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for legal entity creation, as confirmed in documentation for both responsive and Redwood interfaces.

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

Step 8: Verify the Legal Entity Creation

Action:

Return to the Manage Legal Entity page.

In the search criteria, enter X Cloud Vision or XCLDVIS and click Search.

Confirm that the new legal entity appears with the details:

Name: X Cloud Vision

Identifier: XCLDVIS

Legal Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

EIN or TIN: 93654213X

Legal Reporting Unit Registration Number: 1212321X

Payroll Statutory Unit: Yes

Effective Start Date: 04/15/2025

Optionally, verify the PSU by navigating to the Manage Payroll Statutory Units task and searching for X Cloud Vision.

Explanation: Verification ensures the legal entity and PSU were created correctly. Searching by name or identifier confirms the record's accuracy and checks for errors. Checking the PSU separately validates its creation if required.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Entity page supports detailed searches.

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

Detailed Explanation

Purpose of Legal Entity: A legal entity represents a registered organization for compliance, tax, and payroll purposes. X Cloud Vision as a legal employer and PSU ensures it handles its own workforce and reporting obligations.

Payroll Statutory Unit: Designating the legal entity as a PSU means it acts as the entity responsible for payroll calculations and statutory reporting (e.g., W-2 forms in the US). This aligns with the scenario's requirement for independence.

Legal Address Integration: The address (900 Main St, Dearborn Heights, Michigan 48127) links the legal entity to its physical or registered location, critical for compliance. The prior creation of this address (Question 142) ensures it is available for selection.

EIN/TIN and Registration Number: The EIN/TIN (93654213X) and Legal Reporting Unit Registration Number (1212321X) are unique identifiers for tax and reporting, formatted as per US requirements.

Redwood Interface: In the Redwood interface (24C and later), the Manage Legal Entity page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the core fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the legal entity is active from the specified date, supporting future changes (e.g., address updates).

#### Key Considerations

Accuracy: All details (X Cloud Vision, XCLDVIS, 93654213X, 1212321X) must be entered exactly as provided to avoid errors in reporting or compliance.

Address Availability: The legal address must exist in the system (from Question 142). If not found, revisit the Manage Legal Addresses task to create it first.

PSU Creation: Checking the PSU box automatically creates a PSU linked to the legal entity, reusing the provided EIN/TIN and registration number unless overridden.

Security: Only users with the Manage Legal Entity privilege can perform this task. Role mismatches require administrative intervention.

Jurisdiction: Selecting United States, Michigan ensures compliance with state-specific regulations, though it may be optional in some configurations.

#### Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Entity privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Address Not Found: If the address (900 Main St) is missing, the system prevents saving. Solution: Create the address using the Manage Legal Addresses task (as per Question 142) before proceeding.

Duplicate Identifier: If XCLDVIS already exists, an error occurs. Solution: Search for the identifier first; if it exists, coordinate with the implementation team to resolve conflicts.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create) or layouts. Solution: Follow field prompts and ensure all required fields are completed.

PSU Configuration: If PSU creation prompts additional fields, use default values derived from the legal entity unless specified.

Solution: Confirm EIN/TIN and registration number alignment.

#### References

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

oracle.com, Published: 2023-12-12

Section: Manage Legal Entity: "Steps to create legal entities, including name, identifier, address, and PSU designation." Section: Payroll Statutory Units: "Explains how legal entities can be configured as PSUs for payroll reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

Section: Creating Legal Entities: "Details on entering legal entity attributes and linking addresses." Section: Legal Entity Compliance: "Importance of EIN/TIN and registration numbers." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27 Creatures of the Void: A Journey into the Unknown Creatures of the Void: A Journey into the Unknown Section: Redwood Experience for Workforce Structures: "Enhanced UI for legal entity and address management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Streamlined legal entity setup with PSU integration."

## NEW QUESTION # 127

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