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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q82-Q87):

NEW QUESTION # 82
You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. July 11, 2015
- B. June 12, 2015
- C. August 15, 2015
- D. January 1, 2015

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.
Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change. As of August 15,
2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.
Option C: January 1, 2015, is the hire date and the initial effective start date of the person record. However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.
Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.
The correct answer isB, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 83

When creating your THEN condition, which Approver Types enable you to configure the Automatic Approval Action type?

- A. Application Role, Users, Representative, Approval Groups
- B. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- C. Approval Groups, Representative, Management Hierarchy, Position Hierarchy
- D. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- E. Representative, Management Hierarchy, Position Hierarchy

Answer: C

Explanation:
In Oracle HCM Cloud's Transaction Console, approval rules are defined with "IF" and "THEN" conditions.
The "THEN" condition specifies the action, such as "Automatic Approval," and the approver type determines who or what approves the transaction. The Automatic Approval Action type allows a transaction to be approved without human intervention based on predefined rules. According to Oracle documentation, the approver types that support configuring Automatic Approval include Approval Groups (static or dynamic groups of approvers), Representative (e.g., HR or Payroll Representative), Management Hierarchy (based on supervisor hierarchy), and Position Hierarchy (based on position structure). These types can be configured to automatically approve under specific conditions.
Option A omits Approval Groups, which is a valid type for automatic approval. Option B includes "Users" and "Job Level Based Line Manager Hierarchy," but "Users" (individual named users) and "Job Level" are not typically used for automatic approval-they are more suited for manual routing. Option C includes
"Application Role," which is used for role-based access, not automatic approval in workflows. Option D misses Approval Groups and Representative, both critical for this feature. Option E correctly lists Approval Groups, Representative, Management Hierarchy, and Position Hierarchy, aligning with Oracle's supported approver types for automatic approval.
References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-
12), Approval Rules Configuration.

NEW QUESTION # 84

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved
- B. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval
- C. The transaction goes into error because it was not auto-claimed
- D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role

Answer: B,D

Explanation:
In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:
With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).
Reference:Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

NEW QUESTION # 85
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 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.
- B. 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.
- 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. 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: C,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.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Workforce Structures and Flexfields.
"Oracle Human Resources Cloud: Using Workforce Structures" - Organization hierarchy.

NEW QUESTION # 86
The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. Transaction Design Studio configurations always override Page Composer configurations.
- B. When a user tries to use the Promote transaction, the page will error when loading.
- C. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- D. Page Composer configurations always override Transaction Design Studio configurations.

Answer: C

Explanation:
In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.
Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.
Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies thelast changemade in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.
Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.
Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.
The correct answer isB, per "Using Global Human Resources" on UI customization tools.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 12: User Interface Configuration.

NEW QUESTION # 87

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