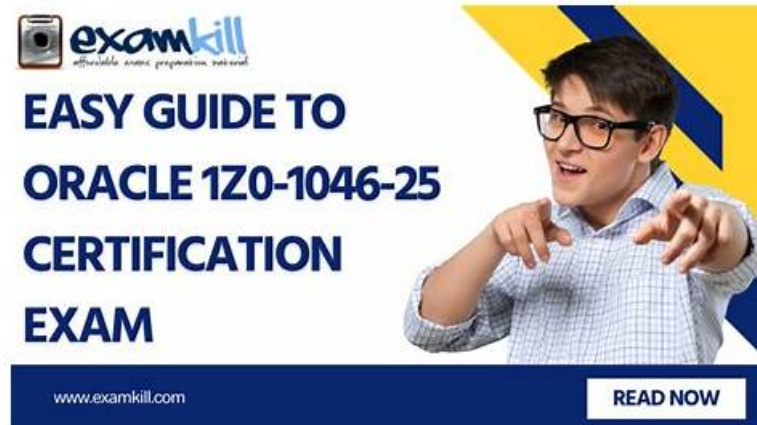


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q131-Q136):

NEW QUESTION # 131

Which of the following statuses allows for additional values to be created?

- **A. Assignment Status**
- B. HR Status
- C. Payroll Status

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on

the status type:

A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

NEW QUESTION # 132

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

- A. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- B. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
- **D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment**

Answer: D

Explanation:

Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.

Option A: Correct. Line Managers can:

Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.

Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.

Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.

Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.

The correct answer is A, reflecting standard Line Manager actions in "Using Global Human Resources." References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:

Employment Transactions.

NEW QUESTION # 133

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- **A. Define Reference Data Sharing**
- B. Define Currency
- **C. Define Enterprise**
- **D. Define Enterprise Structure**

Answer: A,C,D

Explanation:

Full Detailed in Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

Define Enterprise (B): Establishes the top-level enterprise entity.

Define Reference Data Sharing (C): Sets up data sharing rules across business units.

Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Business Process Model".

NEW QUESTION # 134

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. A new work relationship in the destination legal employer is not created automatically.
- B. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- C. The Human Resources Representative cannot override the default changes.
- D. A new work relationship in the destination legal employer is created automatically.
- E. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.

Answer: B,D,E

Explanation:

Full Detailed in Depth Explanation:

The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.

Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.

Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.

Option E ("A new work relationship in the destination legal employer is created automatically"): True. A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.

Option A ("A new work relationship in the destination legal employer is not created automatically"): False.

This contradicts the automated nature of Global Transfer.

Option B ("The Human Resources Representative cannot override the default changes"): False. Overrides are allowed, as noted in Option C.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Transfer process details.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment model changes.

NEW QUESTION # 135

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two features can you configure through this task?

- A. The name fields that appear in the Person Details section when you are hiring an employee.
- B. The appearance of a worker's name when it appears in search results.
- C. What name fields are required when completing the Person Details section when hiring or updating a worker's person details.
- D. The way a worker's name appears on top of employee-level pages.

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, the Person Name Format configuration within the "Manage Workforce Information" task allows customization of how names are displayed across the application. This is distinct from defining name fields or their required status, which is handled elsewhere (e.g., via flexfields or page composer).

Option A: You can configure the display format of a worker's name (e.g., "First Last" or "Last, First") at the top of employee-level pages, such as the Employment Info page. This is a key feature of the Person Name Format task, making it correct.

Option B: The name fields shown in the Person Details section during hiring are predefined by the system or customized via page composer/flexfields, not directly through the Person Name Format task, which focuses on display format rather than field visibility.

Option C: The format of a worker's name in search results (e.g., Directory or Person Search) can be configured here, allowing consistency in name presentation across the application. This is a supported feature, making it correct.

Option D: Defining required name fields (e.g., First Name as mandatory) is managed through the Person Details setup or flexfield configuration, not the Person Name Format task, which is about display rather than data entry rules.

The correct answers are A and C, as confirmed in "Implementing Global Human Resources" under Workforce Information setup. References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8: Person Records.

NEW QUESTION # 136

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