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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q117-Q122):

NEW QUESTION # 117

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Legal Entity
- B. Reporting Establishment
- C. Division
- D. Business Unit
- E. Department
- F. Enterprise

Answer: E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

Option E ("Division") is a higher-level grouping for reporting and does not capture these specific attributes.

Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Workforce Structures, section on Departments.

"Oracle Human Resources Cloud: Using Workforce Structures" - Department configuration details.

NEW QUESTION # 118

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. Organization, position, division, geographies
- B. Organization, job, division, geographies
- C. Organization, position, division, establishment
- **D. Organization, position, department, geographies**

Answer: D

Explanation:

The Tree Management feature in Oracle HCM Cloud's Functional Setup Manager (FSM) allows defining hierarchical structures for various entities. The seeded (predefined) tree structures supported by Oracle include: Organization (e.g., legal entities, business units), Position (position hierarchies), Department (departmental reporting structures), and Geographies (location-based hierarchies). These are foundational for managing enterprise structures and relationships, as outlined in the documentation.

Option A includes "division," which isn't a seeded tree type (divisions are part of organizations but not a distinct hierarchy). Option C's "job" isn't a hierarchy-jobs are flat structures. Option D's "establishment" is a legal entity attribute, not a tree type. Option B correctly lists the seeded tree structures: organization, position, department, and geographies.

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

NEW QUESTION # 119

Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- A. You can create alerts without having any privileges assigned to your user account.
- B. You must have both functional privileges and access to the REST API resources to create alerts.
- C. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.
- D. You must have the predefined alerts privilege to create user-defined alerts.
- **E. You must have the user-defined alerts privilege to modify predefined alerts.**

Answer: E

Explanation:

Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management

Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.

Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's

"predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement.

Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

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

NEW QUESTION # 120

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.
- B. It is mandatory to associate Actions with Action Reasons.
- C. There is always a one-to-one relationship between Action Type and Action.
- D. The history of effective date changes can be tracked well by using the Actions framework.

Answer: A,D

Explanation:

Full Detailed in Depth Explanation:

Actions and Action Reasons in Oracle HCM Cloud categorize and explain employment events (e.g., hires, terminations), supporting tracking and analytics.

Option A ("Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary"): True. Oracle Workforce Predictions leverages Actions (e.g., Termination) and Action Reasons (e.g., Resignation vs. Layoff) to classify terminations, as detailed in the "Using Workforce Predictions" guide.

Option B ("The history of effective date changes can be tracked well by using the Actions framework"): True.

The Actions framework logs changes (e.g., promotions, transfers) with effective dates, providing a clear audit trail, per the "Implementing Global Human Resources" guide.

Option C ("It is mandatory to associate Actions with Action Reasons"): False. Action Reasons are optional; an Action (e.g., Termination) can be recorded without a reason.

Option D ("There is always a one-to-one relationship between Action Type and Action"): False. Action Types (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination).

References:

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

"Oracle Human Resources Cloud: Using Workforce Predictions" - Predictive analytics data sources.

NEW QUESTION # 121

A static approval group named "Trio" comprises three members-Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

- A. All three get the notification at the same time.
- B. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- C. First Approver Dia, Second Approver-Susan, Third Approver Jacob; the approval is routed alphabetically.
- D. First Approver Jacob, Second Approver-Susan, Third Approver-Dia

Answer: D

Explanation:

In Oracle HCM Cloud, a static approval group (e.g., "Trio") routes approvals sequentially based on the order members are listed in the group definition, unless configured otherwise (e.g., parallel routing). For "Trio" (Jacob, Susan, Dia), the documentation states that approval notifications follow this sequence: Jacob (first), Susan (second), Dia (third), with each approving in turn before the task progresses.

Option A (random) contradicts the fixed order of static groups. Option C (alphabetical) is incorrect-order is based on definition, not names. Option D (simultaneous) applies to parallel groups, not sequential static ones.

Option B matches Oracle's default behavior for static approval groups.

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

NEW QUESTION # 122

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