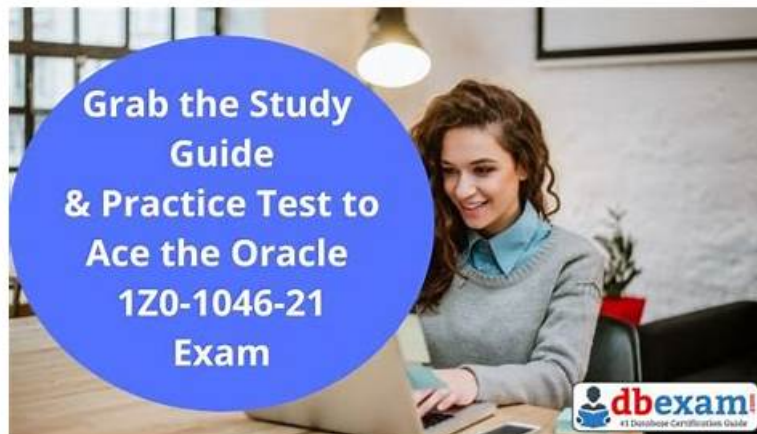


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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q58-Q63):

NEW QUESTION # 58

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Calendar Events, Shifts, Patterns, Schedules
- B. Shifts, Schedules, Patterns, Calendar Events
- C. Patterns, Calendar Events, Shifts, Schedules
- D. Schedules, Patterns, Shifts, Calendar Events

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM

Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

* **Patterns:** A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

* **Calendar Events:** These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

* **Shifts:** A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as

"available" by the Pattern and not overridden by a Calendar Event.

* **Schedules:** Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

OptionB matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 59

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

- A. Use the Default Grade Rates that are available upon creating grades.
- B. First add the rates for each step, then add the grade to a grade ladder.
- C. First add the grade to a grade ladder, then add the rates for each step.
- **D. Add the rates at the same time as when you add the grade using the Manage Grades task.**
- **E. Add the rates separately using the Manage Grade Rates task.**

Answer: D,E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, grade rates define the pay values associated with grades, which can be set up with or without steps. When grades are created without steps (i.e., flat grades rather than grade ladders with progression steps), you can still assign rates to them. The system provides multiple methods to achieve this, and the question asks for two correct options.

* **Option A:** Default grade rates are not automatically available upon creating grades unless predefined during initial setup. The system does not inherently provide "default grade rates" for every grade unless explicitly configured, making this option incorrect for grades without steps.

* **Option B:** Adding a grade to a grade ladder implies the grade is part of a stepped structure. However, the question specifies that the grades were created without steps, so this option is not applicable as it assumes a grade ladder with steps exists or needs to be created, which contradicts the scenario.

* **Option C:** The "Manage Grade Rates" task allows you to define salary ranges or specific rates for grades independently of grade ladders. For grades without steps, you can use this task to add rates (e.g., minimum, midpoint, maximum) directly to the grade. This is a valid and straightforward method, making it a correct option.

* **Option D:** This option assumes a stepped structure where rates are added for each step before linking to a grade ladder. Since the grades lack steps, this approach is not feasible in this context.

* **Option E:** The "Manage Grades" task allows you to create or edit grades and, during this process, associate grade rates directly (e.g., by linking to a grade rate range). For grades without steps, you can add rates at the time of grade creation or modification, making this a correct option.

Thus, the two correct options are C (using the Manage Grade Rates task) and E (adding rates via the Manage Grades task). This is supported by Oracle documentation in "Implementing Global Human Resources," which details grade and grade rate setup processes.

NEW QUESTION # 60

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift. Which steps should you perform to achieve this?

- A. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- **B. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.**
- C. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, and assign the work pattern through work schedule assignment.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:

- * Create a Shift: Define the shift (e.g., hours) in Manage Shifts.
- * Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.
- * Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.
- * Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.

Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.

NEW QUESTION # 61

When an HR specialist searches for Awards and Honors, such as "PhD," the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who have Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. PhD is a sensitive keyword and is used elsewhere in the person's information.
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. HR does not have access to the "Experience and Qualification" card.
- D. HR does not have access to other departments where employees are "PhD."
- **E. Areas of expertise is public information.**

Answer: E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud's Person Gallery, search results depend on data visibility and security: Awards and Honors (e.g., "PhD") are restricted by the HR specialist's area of responsibility (AOR), typically limited to direct reports unless broader access is granted. Areas of Expertise (e.g., "Oracle Global Human Resources Cloud") are designated as public information by default, visible to all users with Person Gallery access, regardless of AOR, unless explicitly restricted via security profiles.

Option A is incorrect-the "Experience and Qualification" card is accessible but scoped to AOR. Option B misattributes the issue to departments-visibility is AOR-based. Option D (sensitive keyword) lacks evidence. Option E (department access) is irrelevant. Option C correctly identifies areas of expertise as public, explaining the broader search results per Oracle's security model.

NEW QUESTION # 62

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

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.

NEW QUESTION # 63

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