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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q25-Q30):

NEW QUESTION # 25

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

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

Answer: B

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 # 26

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Use the Configuration Set Migration tool within the Configuration > Migration work area
- B. Use the Configuration Package capabilities within the Configuration > Migration work area
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- D. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations

Answer: A

Explanation:

Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.

Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

NEW QUESTION # 27

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Descriptive flexfields must be defined to hold Progression Job Information.
- B. Job Evaluation criteria must be set up during job creation.
- C. Progression Job Information must be defined during job creation.
- D. Benchmark all the jobs in the system.
- E. Create an appropriate job set.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, job progression information can be configured to assist HR specialists during processes like promotions by displaying potential next jobs in the Job field's list of values (LOV). The requirement here is to show the next three jobs an employee can progress to, which relates to the job setup.

Option E ("Progression Job Information must be defined during job creation") is correct. Oracle allows you to define job progression details when creating or editing a job in the system. This is done via the "Progression Job Information" section in the job definition, where you can specify a job family or progression path, including the next jobs in the sequence. When an HR specialist promotes an employee and searches the Job field, the system can display these related jobs in the LOV based on this setup. The "Implementing Global Human Resources" guide explains how job progression paths can be configured to support career planning and promotion processes.

Option A ("Descriptive flexfields must be defined to hold Progression Job Information") is incorrect because descriptive flexfields (DFFs) are used for custom attributes, not for defining job progression paths natively in the Job field LOV.

Option B ("Create an appropriate job set") is incorrect. Job sets are used to group jobs for reporting or processing, not to define progression paths visible in the Job field.

Option C ("Benchmark all the jobs in the system") relates to compensation benchmarking and does not influence job progression

visibility in the LOV.

Option D ("Job Evaluation criteria must be set up during job creation") is about evaluating job worth (e.g., for compensation), not progression paths.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Managing Jobs, job progression setup.

"Oracle Human Resources Cloud: Using Workforce Structures" - Details on job configuration.

NEW QUESTION # 28

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model. Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Talent Review
- **B. Performance Management**
- C. Compensation Management
- D. Goal Management

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The Performance Rating Model in Oracle HCM Cloud defines how performance is rated (e.g., scale, descriptions). The "Review Points" tab within "Manage Ratings Model" is specific to certain modules.

Option B ("Performance Management") is correct. The Review Points tab is used exclusively in Oracle Performance Management to assign points to ratings, which are then used in performance evaluations to calculate scores or rankings. This is detailed in the "Implementing Performance Management" guide, distinguishing it from other HCM products like Talent Review (focuses on calibration), Compensation Management (salary adjustments), or Goal Management (goal tracking), which do not utilize review points in this manner.

References:

"Oracle Global Human Resources Cloud: Implementing Performance Management" - Rating models and Review Points tab.

"Oracle Human Resources Cloud: Using Performance Management" - Performance rating setup.

NEW QUESTION # 29

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- **A. Site**
- B. Role
- C. Product
- **D. User**

Answer: A,D

Explanation:

Full Detailed in Depth Explanation:

Profile Options in Oracle HCM Cloud control system behavior and can be set at:

A: Site level, applying globally to all users and organizations.

D: User level, allowing personalization for individual users.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Profile Options Setup".

NEW QUESTION # 30

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