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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q19-Q24):

NEW QUESTION # 19

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- B. Legislative Data Groups can span enterprises.
- C. It is required to associate country and currency details while defining Legislative Data Group.
- D. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- E. Legislative Data Groups do not span enterprises.

Answer: A,C,E

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

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

NEW QUESTION # 20

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

Answer: A

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 # 21

Which option represents the basis on which approval routing policies can be defined?

- **A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups**
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- C. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Department Manager

Answer: A

Explanation:

Approval routing policies in Oracle HCM Cloud, configured via Transaction Console or BPM Worklist, use specific bases to define approver chains. The documentation lists these as: Employee Supervisor Hierarchy (management chain), Position Hierarchy (position-based reporting), Job Levels (relative to the requester's job level), and Approval Groups (static or dynamic groups). These options provide flexibility to route approvals based on organizational structure or predefined lists, covering most use cases.

Option B includes "Grades," which influence salary, not approvals, and "Organization Hierarchy," which isn't a direct routing basis.

Option C adds "Organization Hierarchy," which is redundant with Supervisor Hierarchy. Option D's "Department Manager" isn't a distinct basis—it's part of Supervisor Hierarchy. Option A accurately reflects Oracle's supported routing bases.

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

NEW QUESTION # 22

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content type, create content items for that type, link the content type to the model profile.
- B. Create a new content item, create a new content type, link the content item to the person profile.
- **C. Create a new content type, create content items for that type, link the content type to the person profile.**
- D. Create a new content item, create a new content type, link the content item to the model profile.

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13:

Workforce Profiles.

NEW QUESTION # 23

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- **A. Jobs are shared by Sets and Positions are assigned to Business Units**
- B. Jobs and Positions are shared by Sets
- **C. Positions may be added to a specific department and location**
- **D. When using positions, the grades that are specified for the job become the default grades for the position**

Answer: A,C,D

Explanation:

Per the "Managing Workforce Structures" guide:

Option A: True. Grades defined for a Job default to the Position when created.

Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Structures, "Jobs and Positions Configuration" section.

NEW QUESTION # 24

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