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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q63-Q68):

NEW QUESTION # 63
A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.
- B. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- D. All approvers must be present in the system; else, the promotion transaction fails.
- E. While configuring Approval Group List Builder, select "Allow empty groups" as False.

Answer: E

Explanation:
In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.
Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).
Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.
Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.
Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).
Option E: Flexfields don't control approval routing; they're for data capture, not process flow.
The correct answer is D, as per "Using Global Human Resources" on approval setup.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 64
As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

- A. Define Talent Profiles > Manage Profile Types
- B. Define Talent Profile Content > Manage Educational Establishments
- C. Define Talent Profile Content > Manage Content Subscribers
- D. Define Talent Profile Content > Manage Profile Content Items

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, educational establishments (schools, universities) are maintained as part of the talent profile to support qualification tracking.
Option A: "Manage Profile Content Items" defines specific content (e.g., skills), not educational institutions.
Option B: "Manage Content Subscribers" controls access to content, not the list itself.
Option C: "Manage Profile Types" defines profile structures, not specific data like institutions.
Option D: Correct. "Manage Educational Establishments" under Define Talent Profile Content allows setup of a selectable list of schools, colleges, and universities for qualifications.
The correct answer is D, per "Implementing Global Human Resources" on workforce profiles.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13: Workforce Profiles.

NEW QUESTION # 65
Challenge 1
Manage Legal Addresses
Scenario
An organization has just acquired a company, that manufactures spring hinges for spectacles in Michigain.
You need to create a legal address for this company.
Task Create a legal address for the legal entity using the following details.
900 Main st, Dearborn Heights, Wayne, Michigan 48127.

Answer:

Explanation:
See the solution in Explanation below.
This task requires creating a legal address for a legal entity in Oracle Global Human Resources Cloud using the Manage Legal Addresses task. The address provided is 900 Main St, Dearborn Heights, Wayne, Michigan 48127, for a company recently acquired by the organization. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications
* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.
* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal addresses. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Addresses task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Address duty role).
* Verification: Oracle documentation specifies that setup tasks require specific security roles, and the Manage Legal Addresses task is restricted to authorized users.
Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.
Step 2: Navigate to Setup and Maintenance
Action:
From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) in the top-left corner.
Under the Tools section, select Setup and Maintenance.
Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Addresses task.
Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in the Redwood and responsive interfaces.
Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.
Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:
In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.
In the task list, locate Manage Legal Addresses by scrolling or using the search bar (type "Manage Legal Addresses").
Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Addresses to open the task.
Explanation: The Workforce Structures functional area includes tasks related to organizations, positions, and addresses. The Manage Legal Addresses task is specifically designed to create and manage addresses for legal entities. Using the search bar ensures quick access if the task list is extensive.
Verification: Oracle documentation lists Manage Legal Addresses under Workforce Structures, and the task is accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.
Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.
Step 4: Initiate Creation of a New Legal Address
Action:
On the Manage Legal Addresses page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).
This opens the Create Legal Address page for entering address details.
Explanation: The Manage Legal Addresses page displays a searchable list of existing addresses. The Create action starts the process of adding a new address, opening a form where address components can be entered.
Verification: Oracle's UI for managing addresses includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).
Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section:
Creating Legal Addresses.
Step 5: Enter the Address Details
Action: On the Create Legal Address page, enter the following details as provided in the scenario:
Country: Select United States from the dropdown list.
Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter or select Wayne (if a dropdown is available, choose Wayne County; otherwise, type "Wayne").

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Type: Ensure Legal is selected or check the box for legal address usage (may appear as Address Purpose or Usage in some configurations).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Validate Address: Click the Validate button (if available) to verify the address format and accuracy using Oracle's address validation service.

Explanation:

Country, City, State, Postal Code: These are mandatory fields for US addresses, and the values must match the scenario exactly.

Address Line 1: "900 Main St" is the primary address component.

County: Wayne is the county for Dearborn Heights, Michigan, and should be included for accuracy, as it is part of the provided address.

Address Type/Purpose: The address must be designated as a Legal address to meet the scenario's requirement for a legal entity. This may be a checkbox or dropdown, depending on the UI.

Effective Start Date: Oracle uses effective dating for addresses to track validity periods. The current date (04 /15/2025) is appropriate unless the acquisition date is specified.

Validation: Oracle's address validation (via third-party services like Loqate or internal rules) ensures the address is correct and formatted properly. If validation fails, manually confirm the details, as "900 Main St, Dearborn Heights, MI 48127" is a valid US address.

Verification: Oracle documentation specifies mandatory fields for US addresses and the availability of validation in the Manage Legal Addresses task. The address format aligns with US standards, and Wayne County is correctly associated with Dearborn Heights.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Legal Address

Action:

After entering and validating the address, click Save and Close (or Save if additional actions are needed).

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system, making it available for association with a legal entity. The Save and Close button finalizes the task, while Save allows further edits if needed. Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for address creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

In the search criteria, enter 900 Main St or Dearborn Heights and click Search.

Confirm that the new address appears with the details:

Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

Country: United States

Effective Start Date: 04/15/2025

Address Type: Legal

Explanation: Verification ensures the address was created correctly and is available for use. Searching by address components confirms the record's accuracy and checks for errors in data entry or validation.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Addresses page supports address searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Step 8: Associate the Address with a Legal Entity (Conditional)

Action:

If the scenario implies linking the address to a legal entity (as it states "for the legal entity"), navigate to the Manage Legal Entity task in the Workforce Structures functional area.

Search for the legal entity representing the acquired company (e.g., by name or identifier). If it does not exist, create a new legal entity using the Create action, providing details like name, jurisdiction (United States, Michigan), and type.

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Set the address as the Primary Legal Address if required.

Save the changes to the legal entity.

Explanation: While the scenario focuses on creating the address, Oracle best practices require associating a legal address with a legal entity for compliance, reporting, and operational use (e.g., tax filings). The Manage Legal Entity task allows linking the address to the

entity. If the legal entity is not yet created, additional steps to create it are needed, but the scenario assumes the entity exists or will be set up separately. This step is conditional, as the task explicitly asks for address creation, but it ensures the address serves its intended purpose.

Verification: Oracle documentation confirms that legal addresses must be linked to legal entities via the Manage Legal Entity task, and the UI supports address selection.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Detailed Explanation

Purpose of Legal Addresses: Legal addresses are critical for legal entities, used for regulatory compliance (e. g., tax reporting, legal filings) and operational purposes. The address 900 Main St, Dearborn Heights, Wayne, Michigan 48127 must be accurately recorded to represent the acquired company's location.

Address Validation: Oracle integrates with third-party services (e.g., Loqate) or uses internal rules to validate US addresses, ensuring fields like City, State, and Postal Code align. The provided address is valid, with Wayne as the county, which enhances accuracy.

Effective Dating: Legal addresses are effective-dated to track changes over time. The effective start date (e. g., 04/15/2025) ensures the address is active from the specified date, supporting historical tracking if the address changes later.

Redwood Interface: In the Redwood interface (available in 24C and later), the Manage Legal Addresses page may feature enhanced UI elements (e.g., inline validation, improved search), but the core steps remain identical to the responsive interface.

Security Considerations: Only users with roles granting the Manage Legal Address privilege can perform this task. If access is denied, an administrator must assign the appropriate role.

Key Considerations

Accuracy: The address must be entered exactly as provided (900 Main St, Dearborn Heights, Wayne, Michigan 48127) to avoid validation errors. Typos or missing components (e.g., omitting Wayne County) could cause issues.

Validation Handling: If validation fails (e.g., due to service issues), manually confirm the address details, as the provided address is correct per US standards.

Legal Entity Association: While not explicitly required by the task, linking the address to a legal entity completes the setup. If the legal entity is undefined, coordinate with the implementation team to create it.

Audit Trail: Address creation generates an audit record, traceable via Audit Reports for compliance.

Time Zone: The address may prompt for a time zone (e.g., Eastern Time for Michigan). If required, select America/Detroit.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Address privilege, an error occurs. Solution: Assign the Application Implementation Consultant role or equivalent via Security Console.

Validation Failure: If the address validation service is unavailable or rejects the address, an error may appear. Solution: Verify the address manually (it is valid) and proceed, or contact Oracle Support if persistent.

Existing Address: If 900 Main St already exists, the system may prevent duplicate creation. Solution:

Search for the address first; if it exists, associate it with the legal entity instead of creating a new one.

Redwood UI Variations: The Redwood interface may rename buttons (e.g., Create as Add) or reorganize fields. Solution: Follow the field labels and ensure all required fields are populated.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Steps to create legal addresses, including mandatory fields and validation." Section: Legal Entity Configuration: "Associating addresses with legal entities for compliance." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Details on entering and validating address components." Section: Address Validation: "Explains integration with third-party services for address accuracy." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Improved UI for tasks like Manage Legal Addresses." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Continued enhancements for address management.

NEW QUESTION # 66

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Automatic before submission.
- B. Person Number at the Enterprise Level is set to Manual.
- C. Worker Number at the Enterprise Level is set to Manual.
- D. Person Number at the Enterprise Level is set to Automatic after final save.

Answer: D

Explanation:
In Oracle Global Human Resources Cloud, the Person Number generation method is configured via "Manage Enterprise HCM Information." Options include Manual, Automatic before submission, or Automatic after final save. The behavior described-showing "Generated Automatically" with no number on the Review page-indicates the number is assigned post-submission.
Option A: "Automatic before submission" generates the person number immediately upon initiating the hire process, visible before review. This doesn't match the scenario.
Option B: "Worker Number" is distinct from Person Number and irrelevant here. Manual setting would require user input, not "Generated Automatically." Option C: Correct. "Automatic after final save" delays person number generation until the transaction is fully submitted and saved, explaining why it's not visible on the Review page but marked as automatic.
Option D: Manual requires the user to enter a number, contradicting the "Generated Automatically" indication.
The correct answer isC, as detailed in "Implementing Global Human Resources" under Person Number setup.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8: Person Records.

NEW QUESTION # 67
A consultant is trying to modify an existing lookup type to add a lookup code. But, they are not able to add lookup code.
What could be the possible reason?

- A. The lookup type has been defined as Read Only.
- B. The configuration level of lookup type is set as User.
- C. The configuration level of lookup type is set as System.

Answer: C

Explanation:
In Oracle Global Human Resources Cloud, lookup types are used to define lists of values (lookup codes) for fields, such as drop-down menus or selection lists. The question indicates that a consultant cannot add a lookup code to an existing lookup type, and we need to identify the reason. Lookup types have a configuration level that determines their modifiability: System, Extensible, or User.
* Option A: The lookup type has been defined as Read Only.This option is incorrect because Oracle HCM Cloud does not use a Read Only designation for lookup types. Instead, modifiability is controlled by the Configuration Level (System, Extensible, or User). A System lookup type is non-editable, an Extensible lookup type allows adding new codes but not modifying predefined ones, and a User lookup type is fully editable. The term Read Only may be confused with System lookup types, but it is not a standard term in Oracle documentation for this context, making this option invalid.
* Option B: The configuration level of lookup type is set as System.This is the correct answer. Lookup types with a System configuration level are predefined by Oracle and cannot be modified by users, including adding, editing, or deleting lookup codes. For example, a lookup type like PER_PERSON_TYPE (for person types) is set as System, preventing consultants from adding new codes to maintain system integrity. If the consultant is trying to modify such a lookup type, they will be unable to add a lookup code, as the system restricts changes. Oracle documentation confirms that System lookup types are locked for modifications, making this the most likely reason.
* Option C: The configuration level of lookup type is set as User.This option is incorrect. A lookup type with a User configuration level is fully editable, allowing users to add, edit, or delete lookup codes as needed. For instance, a custom lookup type created for department categories would typically be User level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a User configuration level does not explain the issue.
* Why this reason?The inability to add a lookup code points to a restriction on the lookup type's modifiability. The System configuration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. Neither Read Only nor User accurately describes the restriction, as Read Only is not a valid term, and User allows modifications.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Lookups: "System lookup types are predefined and can't be modified. Extensible lookup types let you add new lookup codes, but you can't modify predefined codes. User lookup types are fully editable."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02
* Section: Manage Lookups: "You manage lookups using the Manage Common Lookups task. The configuration level determines whether you can add or modify lookup codes."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Configuration Enhancements: "Clarifications on lookup type management and restrictions."

NEW QUESTION # 68

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