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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q57-Q62):

NEW QUESTION # 57

From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Locations page
- **B. Redwood Positions read-only page**
- C. Redwood Jobs page
- D. Redwood Person Spotlight page

Answer: B

Explanation:

The question asks from which Redwood page the existing HCM Position Hierarchy can be accessed. Position Hierarchies in Oracle HCM Cloud define relationships between positions (e.g., reporting structures), and Redwood pages provide enhanced interfaces for workforce management tasks.

* Option A: Redwood Locations page This option is incorrect. The Redwood Locations page manages location records (e.g., office addresses), not position hierarchies. Oracle documentation does not indicate any functionality for accessing position hierarchies from this page, as locations and positions serve distinct purposes in workforce structures.

* Option B: Redwood Person Spotlight page This option is incorrect. The Redwood Person Spotlight page focuses on person searches and quick actions (e.g., viewing employee details). While it may display an employee's position, it does not provide access to the full position hierarchy structure, which is a separate configuration, making this option invalid.

* Option C: Redwood Positions read-only page This is the correct answer. The Redwood Positions read-only page (introduced in 24C) allows users to view position details and access related configurations, including the existing HCM Position Hierarchy. Oracle's release notes confirm that this page includes functionality to open and view position hierarchies, enabling users to navigate reporting relationships and position structures directly from the Redwood interface.

* Option D: Redwood Jobs page This option is incorrect. The Redwood Jobs page manages job definitions (e.g., job codes, families), not position hierarchies. While jobs are linked to positions, the position hierarchy is a distinct structure managed separately, and Oracle documentation does not support accessing hierarchies from the Jobs page.

* Why this answer? The Redwood Positions read-only page is designed for position management tasks, including accessing hierarchies, aligning with Oracle's Redwood enhancements for workforce structures. Other pages focus on unrelated entities (locations, persons, jobs), making C the correct choice.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Positions Page: "The Redwood Positions read-only page now allows opening the existing HCM Position Hierarchy."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Position Management: "Position hierarchies can be viewed and managed from position- related pages."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Position Hierarchies: "Describes how to access and configure position relationships."

NEW QUESTION # 58

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- **D. The BPM task NewPersonEmploymentApproval is not set up properly.**

Answer: D

Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals. The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration. References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 59

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- B. The tool creates a structure of divisions, legal entities, business units, and departments
- C. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- D. The tool creates a structure of divisions that may then be manipulated by the administrator
- E. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration

Answer: A,C,E

Explanation:

The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the "Implementing Global Human Resources" guide:

Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.

Option B: False. ESC doesn't limit to divisions; it includes broader structures.

Option C: False. Departments are not a primary output; reference data sets are included instead.

Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Enterprise Structures Configurator Overview" section.

NEW QUESTION # 60

When initiating the Change Manager transaction for employees, the first-level approval is assigned to the HR Specialist Sales application role. In the approval rule configuration for Change Manager, the option to Enable Auto Claim is not selected. What happens in this case?

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role and one of the HR Specialist Sales representatives needs to "Claim" the transaction for it to be assigned for approval
- B. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role; the transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role
- C. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved; if one of the HR Specialist Sales representatives rejects the transaction, others can still approve it
- D. The transaction goes into error because it was not auto-claimed and if one of the HR Specialist Sales representatives rejects the transaction, others can still approve it

Answer: A

Explanation:

In Oracle HCM Cloud's BPM Worklist, when an approval task (e.g., Change Manager) is assigned to an application role like "HR Specialist Sales" with multiple inheritors, the "Enable Auto Claim" setting determines assignment behavior. If Auto Claim is disabled (not selected), the task is sent to all users with the role as a shared notification. One of these users must manually "Claim" the task in the worklist to take ownership and proceed with approval or rejection. Until claimed, the task remains unassigned to a specific individual, ensuring only one approver acts after claiming.

Option B (all must approve) misrepresents the process—only one approval is needed post-claim. Option C (auto-claimed randomly) contradicts the disabled Auto Claim setting. Option D (error) is incorrect—disabling Auto Claim doesn't cause errors; it just requires manual claiming. Option A accurately describes the behavior:

the task goes to all HR Specialist Sales role holders, and one must claim it, per Oracle's approval framework.

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

NEW QUESTION # 61

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task.

As an implementation consultant, how do you achieve this?

- A. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.
- **B. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.**
- C. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.

Answer: B

Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per 24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

* Oracle Support Portal, Document ID: docs.oracle.com

* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

NEW QUESTION # 62

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