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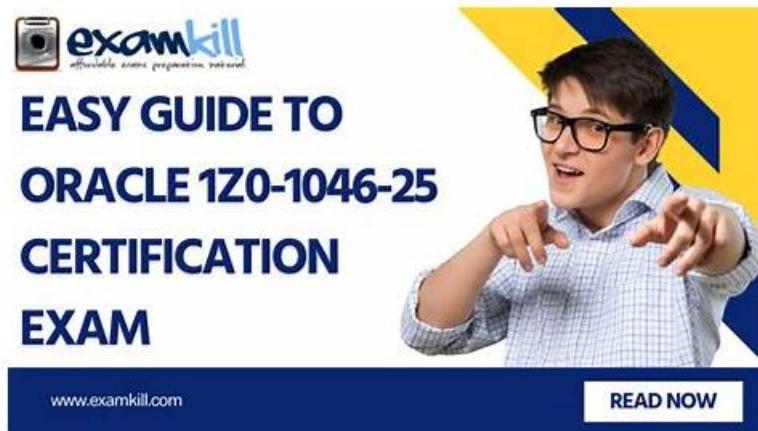
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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

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

Answer: C

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 # 22

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs
3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs, five divisions, five legal employers, and five PSUs.
- B. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.
- C. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- D. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).

Answer: D

Explanation:
In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.
LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.
Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.
Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.
PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).
Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.
Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.
Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.
Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.
The correct answer isD, per "Implementing Global Human Resources" on enterprise structures.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2:
Enterprise Structures.

NEW QUESTION # 23

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

Answer: D

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 likeinstitutions.
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 isD, per "Implementing Global Human Resources" on workforce profiles.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 13:
Workforce Profiles.

NEW QUESTION # 24
As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two features can you configure through this task?

- A. What name fields are required when completing the Person Details section when hiring or updating a worker's person details.
- B. The name fields that appear in the Person Details section when you are hiring an employee.
- C. The way a worker's name appears on top of employee-level pages.
- D. The appearance of a worker's name when it appears in search results.

Answer: C,D

Explanation:
In Oracle Global Human Resources Cloud, the Person Name Format configuration within the "Manage Workforce Information" task allows customization of how names are displayed across the application. This is distinct from defining name fields or their required status, which is handled elsewhere (e.g., via flexfields or page composer).
Option A: You can configure the display format of a worker's name (e.g., "First Last" or "Last, First") at the top of employee-level pages, such as the Employment Info page. This is a key feature of the Person Name Format task, making it correct.
Option B: The name fields shown in the Person Details section during hiring are predefined by the system or customized via page composer/flexfields, not directly through the Person Name Format task, which focuses on display format rather than field visibility.
Option C: The format of a worker's name in search results (e.g., Directory or Person Search) can be configured here, allowing consistency in name presentation across the application. This is a supported feature, making it correct.
Option D: Defining required name fields (e.g., First Name as mandatory) is managed through the Person Details setup or flexfield configuration, not the Person Name Format task, which is about display rather than data entry rules.
The correct answers are A and C, as confirmed in "Implementing Global Human Resources" under Workforce Information setup.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8:
Person Records.

NEW QUESTION # 25
The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

- A. The employee is working as a contingent worker in the Finance Department.
- B. The employee is inactive as of January 1, 2015.
- C. The employee is working as an employee in the Finance Department.
- D. The employee was a contingent worker until December 31, 2014, and will rejoin as an employee on January 2, 2015.
- E. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.

Answer: B,D

Explanation:
The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter.
No results on January 1, 2015, suggest the employee's record is not active or visible on that date.
Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesn't explain the issue.
Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record won't appear in active searches unless explicitly including inactive records.
Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome.
Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isn't specified.
Option E: Multiple assignments don't hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable.
The correct answers are B and C, per "Using Global Human Resources" on person search behavior.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 26

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