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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q123-Q128):

NEW QUESTION # 123
A static approval group named "Trio" comprises three members-Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is

submitted, what is the order in which these three members receive the assignment change approval notification?

- A. First Approver Dia, Second Approver-Susan, Third Approver Jacob; the approval is routed alphabetically.
- B. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- C. All three get the notification at the same time.
- D. First Approver Jacob, Second Approver-Susan, Third Approver-Dia

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle HCM Cloud, a static approval group (e.g., "Trio") routes approvals sequentially based on the order members are listed in the group definition, unless configured otherwise (e.g., parallel routing). For "Trio" (Jacob, Susan, Dia), the documentation states that approval notifications follow this sequence: Jacob (first), Susan (second), Dia (third), with each approving in turn before the task progresses.
Option A (random) contradicts the fixed order of static groups. Option C (alphabetical) is incorrect-order is based on definition, not names. Option D (simultaneous) applies to parallel groups, not sequential static ones.
Option B matches Oracle's default behavior for static approval groups.

NEW QUESTION # 124
In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Currency
- B. Define Enterprise Structure
- C. Define Enterprise
- D. Define Reference Data Sharing

Answer: B,C,D

Explanation:
Full Detailed in Depth Explanation:
To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:
* Define Enterprise (B): Establishes the top-level enterprise entity.
* Define Reference Data Sharing (C): Sets up data sharing rules across business units.
* Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

NEW QUESTION # 125
A human resource specialist creates a checklist template with Category Offboarding and Action Termination.
An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. Action Reasons were not defined in the checklist.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- D. Action Type was not defined for the checklist.

Answer: C

Explanation:
Full Detailed in Depth Explanation:
In Oracle Global Human Resources Cloud, checklists are used to manage tasks associated with specific HR processes, such as offboarding. When a checklist template is created with a category (e.g., Offboarding) and an action (e.g., Termination), it must be allocated to a worker to appear in the Manage Allocated Checklist region. The allocation does not happen automatically upon termination unless a specific process is triggered.
Option D ("The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person") is correct. Oracle HCM Cloud provides a seeded process called "Allocate Checklists," which must be scheduled or run manually to assign checklists to eligible workers based on predefined criteria (e.g., termination action). If this process is not executed after the termination, the checklist will not appear in the Manage Allocated Checklist region, even if the template is correctly configured. The

documentation in

"Implementing Global Human Resources" explains that checklist allocation relies on this process to match the worker's life event (e.g., termination) with the appropriate template.

* Option A ("Action Type was not defined for the checklist") is incorrect because the question states the checklist was created with an Action (Termination), implying the Action Type is defined. Action Type is a higher-level classification (e.g., Termination), and its presence is assumed here.
* Option B ("The Action associated with the checklist does not match the Action selected during the termination process") could be a potential issue, but the question specifies the checklist uses the
"Termination" action, which aligns with the employee retiring (a form of termination). Without evidence of a mismatch, this is not the primary cause.
* Option C ("Action Reasons were not defined in the checklist") is incorrect because Action Reasons are optional in checklist templates and not mandatory for allocation. The checklist can still be allocated based on the Action alone.

NEW QUESTION # 126
Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- B. Line Managers can transfer their direct and indirect reports only.
- C. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- D. HR specialists can create and manage work relationships, employment terms, and assignmentsfor the workers to whom they have security access.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Answer: B,C,D

Explanation:
Full Detailed in Depth Explanation:
The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.
Option B ("HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.
Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.
Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"):
True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.
Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.
Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

NEW QUESTION # 127
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 of Functional Setup Manager to export the configurations.
- C. Use the Configuration Package capabilities within the Configuration > Migration work area.
- D. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.

Answer: A

Explanation:
Full Detailed In-Depth Explanation:
In Oracle HCM Cloud, Transaction Design Studio (TDS) configurations (e.g., rules for transactions like Promote or Hire) are migrated between environments using theConfiguration Set Migration tool, accessible via the Configuration > Migration work area.

This tool allows you to export TDS rules as a configuration set from the test environment and import them into production, preserving customizations like field visibility or validation rules. The process involves selecting the TDS configurations, exporting them as a .zip file, and importing them into the target instance, ensuring consistency across environments.

Option A (Functional Setup Manager's Configuration Package) is used for broader setup data (e.g., enterprise structures), not TDS-specific rules. Option C misplaces the Configuration Package under the Migration work area, which is incorrect. Option D is false-TDS changes are migratable. Option B correctly identifies the Configuration Set Migration tool as the method, per Oracle's migration guidelines.

NEW QUESTION # 128

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