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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q126-Q131):

NEW QUESTION # 126

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

Answer: B

Explanation:

Full Detailed In-Depth 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.

NEW QUESTION # 127

A manager returned from the U.S. Subsidiary to their source location, the U.K. Subsidiary, after a period of three months. What should a Human Resources representative do to reinstate the manager's records in the source legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- B. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.
- C. Create another assignment with the return date as the effective date.
- **D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date.**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

For temporary assignments across legal employers (e.g., U.S. to U.K. Subsidiary), Oracle HCM Cloud provides the Global Temporary Assignment feature.

Option D ("Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date") is correct. When a manager returns from a temporary assignment, the HR representative uses the "End Global Temporary Assignment" action, specifying the return date. This automatically terminates the temporary assignment and reinstates the original assignments in the source legal employer (U.K. Subsidiary), as per the "Using Global Human Resources" guide.

Option A (Descriptive Flexfield) is a custom workaround, not a standard process.

Option B is incorrect; entering a date alone doesn't trigger reinstatement.

Option C (new assignment) bypasses the temporary assignment framework.

NEW QUESTION # 128

Challenge 4

Manage Business Unit

Scenario

An additional business unit is required for the newly acquired company to reflect the business rules and policies that must be enforced within the organization.

Task

Create a Business Unit for the technician group, where:

The Code is X Tech Business Unit

The Default set is COMMON

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a business unit in Oracle Global Human Resources Cloud for the technician group of a newly acquired company. The business unit must have a Code of X Tech Business Unit and a Default Set of COMMON. 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 business units. The user must have permissions to access the Workforce Structures functional area and the Manage Business Unit task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Business Unit duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Business Unit task is restricted to authorized users.

NEW QUESTION # 129

In HCM Cloud, you can define an employee's work time availability in several ways.

In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Employment work week, Published schedules, Primary work schedule, then Standard working hours
- B. Standard working hours, Primary work schedule, Employment work week, then Published schedules
- C. Published schedules, Employment work week, Primary work schedule, then Standard working hours

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, an employee's work time availability is determined by applying a work schedule to their assignment. The application follows a specific hierarchy to select the appropriate schedule when multiple sources are available. The question asks for the order in which the system searches for an employee's schedule.

* Hierarchy Explanation: Oracle HCM Cloud uses a predefined order to determine which schedule applies to an employee's assignment:

* Published schedules: These are specific schedules assigned to an employee, often created and published via Oracle Time and Labor or Workforce Management. They take precedence because they are explicitly assigned and tailored to the employee.

* Employment work week: Defined at the assignment level, this specifies the employee's typical work week (e.g., Monday-Friday, 40 hours). It is used if no published schedule exists.

* Primary work schedule: Configured at the enterprise or legal entity level, this is a default schedule applied to employees if no assignment-specific work week is defined.

* Standard working hours: Set at the enterprise level (via Enterprise HCM Information), these are the broadest default, used when no other schedules are defined (e.g., 9 AM-5 PM daily).

* Option A: Standard working hours, Primary work schedule, Employment work week, then Published schedules. This option is incorrect because it reverses the hierarchy. Standard working hours are the last resort, not the first, and published schedules have the highest priority, not the lowest. Oracle documentation clearly prioritizes specific assignments over defaults.

* Option B: Employment work week, Published schedules, Primary work schedule, then Standard working hours. This option is incorrect because it places Employment work week before Published schedules. Published schedules are checked first due to their specificity, followed by the employment work week if no published schedule exists.

* Option C: Published schedules, Employment work week, Primary work schedule, then Standard working hours. This is the correct answer. Oracle HCM Cloud follows this exact order to determine an employee's schedule:

* Published schedules are checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).

* If none exist, the Employment work week from the assignment is used.

* If no work week is defined, the Primary work schedule (set at a higher level, like legal entity) applies.

* Finally, Standard working hours are used as the fallback if no other schedules are found. This hierarchy ensures the most specific

and relevant schedule is applied, aligning with Oracle's design for flexibility and compliance.

* Why this order? The order reflects Oracle's logic of prioritizing employee-specific configurations (published schedules) over assignment-level settings (employment work week), then falling back to broader defaults (primary work schedule and standard working hours). This ensures accurate availability tracking for payroll, time management, and compliance.

References

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

* Section: Work Schedules: "The application selects schedules in this order: published schedules, employment work week, primary work schedule, standard working hours."

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

* Section: Configuring Work Schedules: "Describes the hierarchy for applying schedules to assignments."

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

* Section: Time and Labor Enhancements: "Clarifications on schedule hierarchy for employee availability."

NEW QUESTION # 130

In which two ways can you add rates to a grade?

- A. Add the rates separately by using the Manage Grade Rates task.
- B. Add rates when creating grades by using the Manage Grades task.
- C. Use the default grade rates that are available after creating grades.
- D. First add the rates for each step, and then add the grade to a grade ladder.

Answer: A,B

Explanation:

In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.

* Option A: First add the rates for each step, and then add the grade to a grade ladder. This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.

* Option B: Add the rates separately by using the Manage Grade Rates task. This is a correct answer.

The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,

\$50,000-\$70,000) for that grade. This method is useful when rates need to be updated or added post-grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

* Option C: Use the default grade rates that are available after creating grades. This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

* Option D: Add rates when creating grades by using the Manage Grades task. This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of \$60,000-\$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.

* Why these two methods? Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

- * Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- * Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."
- * Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."
- * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- * Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."
- * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- * Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

NEW QUESTION # 131

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