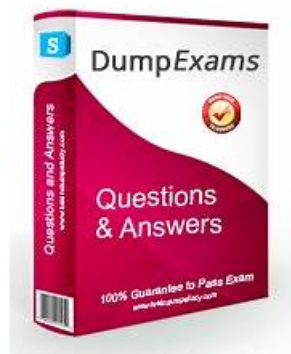


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q77-Q82):

NEW QUESTION # 77

When creating a Legal Entity, to allow for configuration of Work Day and Employment Model information on the Manage Legal Entity HCM Information task, which check box must be selected for configurable data to appear?

- **A. Legal Employer**
- B. Legal Entity Identifier
- C. EIN or TIN
- D. Payroll Statutory Unit

Answer: A

Explanation:

Full Detailed in Depth Explanation:

When creating a Legal Entity in Oracle HCM Cloud, selecting the Legal Employer check box designates the entity as an employer, unlocking additional configuration options in the Manage Legal Entity HCM Information task, such as Work Day Information and Employment Model.

A (Payroll Statutory Unit) enables payroll-related settings but not necessarily Work Day or Employment Model.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Legal Entity Configuration".

NEW QUESTION # 78

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 # 79

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

- A. Use the Default Grade Rates that are available upon creating grades.
- **B. Add the rates separately using the Manage Grade Rates task.**
- C. First add the rates for each step, then add the grade to a grade ladder.
- **D. Add the rates at the same time as when you add the grade using the Manage Grades task.**
- E. First add the grade to a grade ladder, then add the rates for each step.

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, grade rates define the pay values associated with grades, which can be set up with or without steps. When grades are created without steps (i.e., flat grades rather than grade ladders with progression steps), you can still assign rates to them. The system provides multiple methods to achieve this, and the question asks for two correct options.

Option A: Default grade rates are not automatically available upon creating grades unless predefined during initial setup. The system does not inherently provide "default grade rates" for every grade unless explicitly configured, making this option incorrect for grades without steps.

Option B: Adding a grade to a grade ladder implies the grade is part of a stepped structure. However, the question specifies that the grades were created without steps, so this option is not applicable as it assumes a grade ladder with steps exists or needs to be created, which contradicts the scenario.

Option C: The "Manage Grade Rates" task allows you to define salary ranges or specific rates for grades independently of grade ladders. For grades without steps, you can use this task to add rates (e.g., minimum, midpoint, maximum) directly to the grade. This is a valid and straightforward method, making it a correct option.

Option D: This option assumes a stepped structure where rates are added for each step before linking to a grade ladder. Since the grades lack steps, this approach is not feasible in this context.

Option E: The "Manage Grades" task allows you to create or edit grades and, during this process, associate grade rates directly (e.g., by linking to a grade rate range). For grades without steps, you can add rates at the time of grade creation or modification, making this a correct option.

Thus, the two correct options are C (using the Manage Grade Rates task) and E (adding rates via the Manage Grades task). This is supported by Oracle documentation in "Implementing Global Human Resources," which details grade and grade rate setup processes.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 10: Grade Structures.

NEW QUESTION # 80

Geography framework in HCM Cloud is used for the following purpose:

- A. To define all work locations for your organization
- B. To determine the address fields that display on a page when entering an address
- **C. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field**

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

NEW QUESTION # 81

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

Answer: A

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.

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

NEW QUESTION # 82

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