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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q154-Q159):

NEW QUESTION # 154

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. Legislative Data Groups do not span enterprises.
- B. Legislative Data Groups can span enterprises.
- C. It is required to associate country and currency details while defining Legislative Data Group.
- D. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- E. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

Answer: A,C,D

Explanation:
Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:
A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).
B: False-LDGs are country-specific, not enterprise-spanning.
C: True-LDGs support objects like payroll, absences, and elements with legislative context.
D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.
E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.
Options A, C, and E reflect Oracle's LDG characteristics per the documentation.
References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

NEW QUESTION # 155
As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory. What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. Work location, department, and languages
- B. Worker competencies, languages, licenses and certifications, and school education information
- C. Work location, department, job title, and school education
- D. Work location, department, areas of expertise, and areas of interest

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, Line Managers have elevated access in the Directory to search restricted worker information about their team, as per the "Using Global Human Resources" guide. This includes Work Location, Department, and Languages, which are not fully accessible to other workers (who see only public info) or HR administrators (unless role-configured). Option A includes "school education," which is private unless explicitly shared. Option B adds "areas of expertise/interest," visible to all via Spotlight. Option C includes competencies and certifications, which are restricted but not uniquely searchable by managers over HR admins. Option D is precise and correct.
Reference:Oracle Global Human Resources Cloud - Using Global Human Resources, "Directory Search for Managers" section.

NEW QUESTION # 156
There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

- A. Manual worker-number generation for a legal employer can be selected at any time.
- B. The employment model selected should be three-tier.
- C. The employment model selected should be one-tier.
- D. There are no conditions. The worker generation method can be changed to automatic at any time.
- E. No Employee or Contingent Worker work relationships should exist for that legal employer.

Answer: A,D

Explanation:
Worker number generation (distinct from person number) is configured at the enterprise level via "Manage Enterprise HCM Information" and can be overridden at the legal employer level via "Manage Legal Entity HCM Information." Option A: Incorrect.

The employment model (one-tier, two-tier) does not dictate worker number generation override capabilities.
Option B: Correct. Manual worker number generation can be selected at the legal employer level at any time, overriding the enterprise setting, as the system allows flexibility in numbering methods.
Option C: Correct. There are no strict conditions (e.g., no work relationships) preventing a change to automatic generation at the legal employer level; it's a configuration option available anytime.
Option D: Incorrect. Three-tier models are not a requirement for overriding worker number generation.
Option E: Incorrect. Existing work relationships do not block changes to the generation method; the system adjusts new records accordingly.
The correct answers are B and C, per "Implementing Global Human Resources" on worker number setup.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2:
Enterprise Structures.

NEW QUESTION # 157
Which two options can be directly mapped to the employee record during hiring?

- A. Legal Employer
- B. Business Unit
- C. Payroll Statutory Unit
- D. Sub-Division
- E. Job Family
- F. Division

Answer: A,B

Explanation:
During the hiring process in Oracle Global Human Resources Cloud, certain workforce structure elements are directly mapped to the employee's record (via Manage Employment or Hire an Employee).
Option A: Division is not directly mapped; it's derived via hierarchy (e.g., department).
Option B: PSU is linked to payroll, not directly to the employee record during hiring.
Option C: Sub-Division is not a standard field or object in Oracle HCM.
Option D: Correct. Legal Employer is a mandatory field assigned during hiring, defining the employing entity.
Option E: Job Family is a categorization, not directly mapped to the record.
Option F: Correct. Business Unit can be directly assigned to an assignment during hiring, reflecting operational structure.
The correct answers are D and F, per "Using Global Human Resources" on hiring processes.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:
Employment Transactions.

NEW QUESTION # 158
As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.
- B. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.
- C. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- D. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

Answer: A,C

Explanation:
Full Detailed in Depth Explanation:
Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.
Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object, allowing manual selection during assignment updates, as per the

"Implementing Global Human Resources" guide.
Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.
Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.
Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Workforce Structures and Flexfields.
"Oracle Human Resources Cloud: Using Workforce Structures" - Organization hierarchy.

NEW QUESTION # 159

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