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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q120-Q125):

NEW QUESTION # 120

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR

representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- **A. Person Number at the Enterprise Level is set to Automatic after final save.**
- B. Person Number at the Enterprise Level is set to Automatic before submission.
- C. Person Number at the Enterprise Level is set to Manual.
- D. Worker Number at the Enterprise level is set to Manual.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier for individuals, and its generation method is configured at the enterprise level via the "Manage Enterprise HCM Information" task. The behavior described-showing "Generated Automatically" with no number until the final save-indicates a specific setting.

Option C ("Person Number at the Enterprise Level is set to Automatic after final save") is correct. When configured this way, the Person Number is not assigned during data entry or review but is generated only after the transaction is fully saved. This ensures the number is allocated only when the record is committed, avoiding unused numbers if the process is abandoned. The "Implementing Global Human Resources" guide explains this option under Person Number generation settings.

* Option A ("Person Number at the Enterprise Level is set to Manual") would require manual entry, not automatic generation.

* Option B ("Person Number at the Enterprise Level is set to Automatic before submission") would assign the number earlier, visible during review, contradicting the scenario.

* Option D ("Worker Number at the Enterprise level is set to Manual") is irrelevant, as "Worker Number" is not a standard term here; it's Person Number.

NEW QUESTION # 121

Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- A. You must have the predefined alerts privilege to create user-defined alerts.
- **B. You must have the user-defined alerts privilege to modify predefined alerts.**
- C. You must have both functional privileges and access to the REST API resources to create alerts.
- D. You can create alerts without having any privileges assigned to your user account.
- E. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.

Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's

"predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement.

Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

NEW QUESTION # 122

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. All three get the notification at the same time.
- **C. First Approver Jacob, Second Approver-Susan, Third Approver-Dia**

- D. System decides the approval route by randomly selecting approvers who are a part of the approval group.

Answer: C

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 # 123

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which two statements are true about actions? (Choose two.)

- A. User-defined actions can be created and linked to predefined action types
- B. Only one action can be associated with an action type
- C. Actions can be accessed via Smart Navigator, and available actions are based on the security access
- D. An action must always have an action reason associated

Answer: A,C

Explanation:

Full Detailed In-Depth Explanation:

Per the "Managing Workforce Records" guide:

* Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).

* Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).

* Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

NEW QUESTION # 124

Which of the following statuses allows for additional values to be created?

- A. Payroll Status
- B. HR Status
- C. Assignment Status

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

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