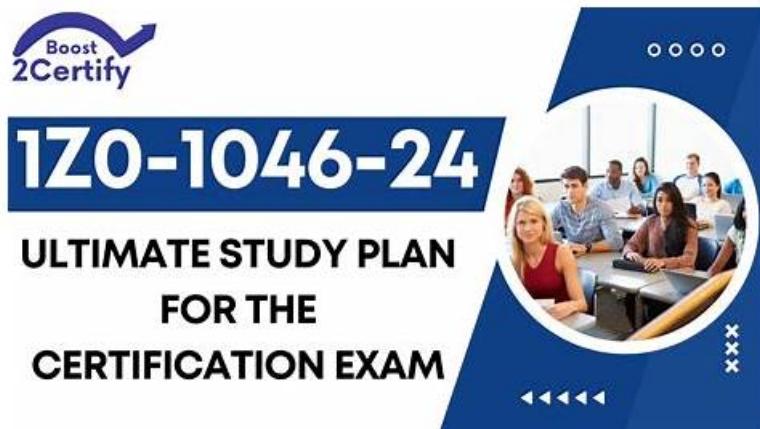


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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person EmploymentInformation page of the Person Spotlight Page of their direct reports?

- A. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
- B. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- C. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment
- D. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line

Manager role). The available actions depend on seeded functionality and configuration.

* Option A: Correct. Line Managers can:

* Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.

* Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.

* Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.

* Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.

The correct answer is A, reflecting standard Line Manager actions in "Using Global Human Resources."

NEW QUESTION # 50

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two features can you configure through this task?

- A. What name fields are required when completing the Person Details section when hiring or updating a worker's person details.
- B. The name fields that appear in the Person Details section when you are hiring an employee.
- **C. The appearance of a worker's name when it appears in search results.**
- **D. The way a worker's name appears on top of employee-level pages.**

Answer: C,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the Person Name Format configuration within the "Manage Workforce Information" task allows customization of how names are displayed across the application. This is distinct from defining name fields or their required status, which is handled elsewhere (e.g., via flexfields or page composer).

* Option A: You can configure the display format of a worker's name (e.g., "First Last" or "Last, First") at the top of employee-level pages, such as the Employment Info page. This is a key feature of the Person Name Format task, making it correct.

* Option B: The name fields shown in the Person Details section during hiring are predefined by the system or customized via page composer/flexfields, not directly through the Person Name Format task, which focuses on display format rather than field visibility.

* Option C: The format of a worker's name in search results (e.g., Directory or Person Search) can be configured here, allowing consistency in name presentation across the application. This is a supported feature, making it correct.

* Option D: Defining required name fields (e.g., First Name as mandatory) is managed through the Person Details setup or flexfield configuration, not the Person Name Format task, which is about display rather than data entry rules.

The correct answers are A and C, as confirmed in "Implementing Global Human Resources" under Workforce Information setup.

NEW QUESTION # 51

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs

3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- **A. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).**
- B. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.
- C. Five LDGs, five divisions, five legal employers, and five PSUs.
- D. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.

* LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.

* Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.

* Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.

* PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).

* Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.

* Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.

* Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.

* Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

The correct answer is D, per "Implementing Global Human Resources" on enterprise structures.

NEW QUESTION # 52

Which set of enabled objects are used for partitioning reference data?

- A. Enterprise, legal entity, business unit, position
- **B. Department, location, jobs, grades**
- C. Jobs, grades, salary plan, rates
- D. Legal entity, department, division, location

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud separates data sets to control visibility and usage across the organization. Enabled objects for partitioning are typically workforce structures shared across business units.

* Option A: Enterprise and legal entity are structural, not reference data objects; position is not typically partitioned.

* Option B: Correct. Department, location, jobs, and grades are reference data objects that can be partitioned using reference data sets (e.g., via Manage Reference Data Sets) to restrict access by business unit or other criteria.

* Option C: Salary plans and rates are not standard partitioned objects; jobs and grades are, but the set is incomplete.

* Option D: Division is not a standard partitioning object; legal entity is structural, not reference data.

The correct answer is B, as per "Implementing Global Human Resources" on reference data management.

NEW QUESTION # 53

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- **B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.**
- C. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- D. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

NEW QUESTION # 54

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