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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q129-Q134):

### NEW QUESTION # 129

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A. Person Management work area
- **B. Setup and Maintenance work area**
- C. Enterprise Structures work area
- D. Workforce Structures work area

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

The Setup and Maintenance work area(FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce

structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making D the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Setup and Maintenance Overview".

#### NEW QUESTION # 130

Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

- A. Grade Rate
- B. **Salary Basis**
- C. Grade Ladder
- D. Grade

#### Answer: B

Explanation:

Full Detailed in Depth Explanation:

To track base pay at the worker level in Oracle HCM Cloud, the **Salary Basis** must be configured. Salary Basis defines how a worker's pay is calculated (e.g., hourly, annual) and links to payroll elements for tracking.

B(Grade) and C(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

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

#### NEW QUESTION # 131

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31-Jan-2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support date-effective keywords.
- B. The Person Management page search does not support Job attribute keywords.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. **The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**
- E. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- F. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

#### Answer: D

Explanation:

The Person Management page search in Oracle HCM Cloud uses the "Update Person Search Keyword" process to index attributes like job. This process updates the keyword record with the latest effective-dated value (here, "Consultant" as of 01-Feb-2015) as of the process run date, overwriting historical data (e.g.,

"Recruiter" from 01-Jan-2015). On 01-Mar-2015, searching with "Recruiter" and an effective date of 31-Jan-2015 fails because the index only contains "Consultant," not historical jobs, even though date-effective search is supported.

Option B is false—job keywords are supported. Options C and E (process failures) lack evidence. Option D is incorrect—date-effective searches are supported via `ORA_PER_EMPSRCH_ENABLE_DATES`. Option F misstates the process—it doesn't associate effective dates; it overwrites with the latest. Option A correctly explains the behavior per Oracle's search mechanics.

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

#### NEW QUESTION # 132

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.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Temporary Assignment process.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment actions.

**NEW QUESTION # 133**

A Human Resources specialist has created a checklist template that includes the category "Offboarding" and the action "Termination." When an employee retires from the organization and their work relationship with the legal employer is terminated, there is no Offboarding Journey or checklist assigned to the retired employee in the Manage Allocated Checklist section. What is the reason?

- A. The checklist template is not enabled for automatic allocation.
- B. Action Type was not defined for the checklist.
- **C. The Action associated with the checklist does not match the Action selected during the termination process.**
- D. Action Reasons were not defined in the checklist.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, checklist templates are used to automate tasks, such as offboarding journeys, for employees based on specific events like termination. The scenario describes a situation where an HR specialist created a checklist template categorized as "Offboarding" with the action

"Termination," but no offboarding journey or checklist is assigned to a retired employee after their work relationship is terminated. The Manage Allocated Checklist section, accessible via the Journeys or Checklist Tasks work areas, displays checklists assigned to employees. The absence of the checklist indicates a mismatch or configuration issue in the template's setup.

Option A: Action Type was not defined for the checklist.

This option is incorrect. In Oracle HCM Cloud, the Action Type is a higher-level classification (e.g., Hire, Termination) that groups actions, but checklist templates are associated with specific Actions (e.g., Termination, Retirement) rather than requiring a separate Action Type definition. The scenario specifies that the checklist includes the action "Termination," implying the action is defined.

Oracle documentation does not mandate a distinct Action Type field for checklist templates to trigger allocation, making this option irrelevant.

Extract: "When you create a checklist template, you associate it with an action, such as Hire or Terminate, to trigger the checklist for specific events." (Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Templates).

Option B: Action Reasons were not defined in the checklist.

This option is incorrect. Action Reasons (e.g., Retirement, Resignation) provide additional context for an action and can be used to filter checklist allocation, but they are not mandatory for checklist assignment. If no action reasons are specified in the checklist template, the checklist should still be allocated based on the action (e.g., Termination) unless specific reasons are configured to restrict it. The scenario does not indicate that the checklist requires specific action reasons, and the lack of an assigned checklist suggests a broader issue with the action itself, not the absence of reasons.

Extract: "You can optionally specify action reasons to filter when a checklist is allocated, but this is not required for the checklist to

trigger." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Configuring Checklists).

Option C: The Action associated with the checklist does not match the Action selected during the termination process.

This is the correct answer. In Oracle HCM Cloud, checklist templates are triggered based on the Action selected during an employee's transaction, such as termination. The scenario states the checklist is associated with the action "Termination," but the employee's work relationship is terminated due to retirement. In Oracle, Retirement is a distinct action (with a lookup code like RETIREMENT) separate from Termination (e.

g, VOLUNTARY\_TERMINATION). If the HR specialist selected Retirement as the action during the termination process, but the checklist is configured for Termination, the checklist will not be allocated, as the actions do not match. This explains why no offboarding journey or checklist appears in the Manage Allocated Checklist section for the retired employee.

Extract: "The checklist is allocated to a person when the action specified in the checklist template matches the action performed in the transaction. For example, a checklist for Termination won't trigger if the action is Retirement." (Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Allocation).

Additionally, the 24C What's New documentation clarifies: "Ensure the checklist action aligns with the transaction action to avoid allocation issues." (Oracle Fusion Cloud Human Resources 24C What's New, Section: Journeys and Checklists).

Option D: The checklist template is not enabled for automatic allocation.

This option is incorrect. Checklist templates in Oracle HCM Cloud are enabled for allocation by default when created, provided they are Active and associated with an action. The scenario does not indicate that the template is inactive or disabled for allocation, and the issue is specifically tied to the retirement event not triggering the checklist. If automatic allocation were disabled, the template would not function for any termination actions, but the question focuses on the retirement case, pointing to an action mismatch.

Extract: "Checklist templates are active for allocation unless explicitly disabled or set to inactive status." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Checklist Template Setup).

Why this answer?

The key issue is that the employee's termination was processed with the Retirement action, which does not match the Termination action configured in the checklist template. Oracle's checklist allocation logic requires an exact match between the transaction action and the checklist's action, as documented. This mismatch prevents the offboarding journey from being assigned, making C the correct answer. The other options either misalign with Oracle's functionality or do not directly address the retirement-specific issue.

References

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

Section: Checklist Templates: Details on associating actions with checklists.

Section: Checklist Allocation: Explains how actions trigger checklist assignments.

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

Section: Configuring Checklists: Describes action and action reason configurations.

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

Section: Journeys and Checklists: Notes on action alignment for checklist triggers.

## NEW QUESTION # 134

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