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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q107-Q112):

NEW QUESTION # 107

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal

information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- **B. The BPM task NewPersonEmploymentApproval is not set up properly.**
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- D. A security profile needs to be defined for the Human Resource Specialist to hire a person.

Answer: B

Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 108

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- **C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups**
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, approval routing policies determine how transactions (e.g., promotions, transfers) are routed for approval. These policies are configured using the "Manage Approval Transactions" task and rely on specific hierarchies and groups.

Option B ("Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups") is correct.

Oracle HCM Cloud supports the following bases for defining approval rules:

Employee Supervisor Hierarchy: Routes approvals through the employee's reporting structure.

Position Hierarchy: Uses the position hierarchy if positions are implemented.

Job Levels: Routes based on job level differences (e.g., requiring higher-level approval for significant changes).

Approval Groups: Predefined groups of approvers for specific transactions.

The "Implementing Global Human Resources" guide confirms these as the standard components. Grades and Organization Hierarchy (e.g., Department or Division) are not directly used in approval routing policies, making other options incorrect.

Option A includes "Grades" and "Organization Hierarchy," which are not standard bases.

Option C omits "Approval Groups," which is a key component.

Option D adds "Organization Hierarchy," which is not supported for approval routing.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Approvals, section on configuring approval policies.

"Oracle Human Resources Cloud: Using Approvals" - Approval routing options.

NEW QUESTION # 109

As an HR Specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the Manage Employment task.
- C. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, creating and assigning a work schedule involves a structured process to define working hours for employees. The components include shifts (specific time blocks), work patterns (sequences of shifts), and work schedules (combinations of patterns and rules), which are then assigned via work schedule assignments.

Option A: This sequence is incorrect because it places the work pattern before the shift. A work pattern relies on predefined shifts, so the shift must be created first.

Option B: This option skips the creation of a work schedule, which is a critical step. Assigning a work pattern directly without a work schedule does not align with Oracle's process, as the work schedule is the entity assigned to employees.

Option C: This is the correct sequence:

Create a shift: Define the specific working hours (e.g., 9 AM - 5 PM).

Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 days off).

Create a work schedule: Define the overall schedule, including the pattern and any exceptions.

Assign the schedule through work schedule assignment: Link the schedule to employees via the Work Schedule Assignment task. This matches Oracle's documented process for managing work schedules.

Option D: Assigning a shift directly via the Manage Employment task is not a valid method. Work schedules (not individual shifts) are assigned to employees, making this option incorrect.

The correct answer is C, as it follows the complete and logical flow outlined in Oracle's "Using Global Human Resources" guide.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules.

NEW QUESTION # 110

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Validation Defined, Hierarchy Defined, Structure Defined
- B. Structure Defined, Hierarchy Defined, Validation Defined
- C. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- D. Hierarchy Defined, Structure Defined, Validation Defined

Answer: B

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographies Setup".

NEW QUESTION # 111

Availability (work time) can be defined in HCM Cloud in different ways. In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Published schedules, Primary work schedule, Employment work week, Standard working hours
- B. Standard working hours, Primary work schedule, Employment work week, Published schedules
- C. Published schedules, Employment work week, Primary work schedule, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, an employee's work schedule is determined by a precedence order, as outlined in the "Managing Workforce Schedules" guide. The system searches:

Published schedules (specific schedules assigned to the worker, highest priority).

Employment work week (defined in the employment record).

Primary work schedule (a general schedule linked to the worker or job).

Reference: Oracle Global Human Resources Cloud - Managing Workforce Schedules, "Schedule Precedence" section.

NEW QUESTION # 112

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