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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q119-Q124):

NEW QUESTION # 119

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- B. Use the Configuration Package capabilities within the Configuration > Migration work area
- C. Use the Configuration Set Migration tool within the Configuration > Migration work area
- D. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations

Answer: C

Explanation:

Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration

tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.

Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

NEW QUESTION # 120

From which Redwood page can you now open the existing HCM Position Hierarchy?

- **A. Redwood Positions read-only page**
- B. Redwood Person Spotlight page
- C. Redwood Jobs page
- D. Redwood Locations page

Answer: A

Explanation:

The question asks from which Redwood page the existing HCM Position Hierarchy can be accessed. Position Hierarchies in Oracle HCM Cloud define relationships between positions (e.g., reporting structures), and Redwood pages provide enhanced interfaces for workforce management tasks.

* Option A: Redwood Locations page This option is incorrect. The Redwood Locations page manages location records (e.g., office addresses), not position hierarchies. Oracle documentation does not indicate any functionality for accessing position hierarchies from this page, as locations and positions serve distinct purposes in workforce structures.

* Option B: Redwood Person Spotlight page This option is incorrect. The Redwood Person Spotlight page focuses on person searches and quick actions (e.g., viewing employee details). While it may display an employee's position, it does not provide access to the full position hierarchy structure, which is a separate configuration, making this option invalid.

* Option C: Redwood Positions read-only page This is the correct answer. The Redwood Positions read-only page (introduced in 24C) allows users to view position details and access related configurations, including the existing HCM Position Hierarchy. Oracle's release notes confirm that this page includes functionality to open and view position hierarchies, enabling users to navigate reporting relationships and position structures directly from the Redwood interface.

* Option D: Redwood Jobs page This option is incorrect. The Redwood Jobs page manages job definitions (e.g., job codes, families), not position hierarchies. While jobs are linked to positions, the position hierarchy is a distinct structure managed separately, and Oracle documentation does not support accessing hierarchies from the Jobs page.

* Why this answer? The Redwood Positions read-only page is designed for position management tasks, including accessing hierarchies, aligning with Oracle's Redwood enhancements for workforce structures. Other pages focus on unrelated entities (locations, persons, jobs), making C the correct choice.

References

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

* Section: Redwood Positions Page: "The Redwood Positions read-only page now allows opening the existing HCM Position Hierarchy."

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

* Section: Position Management: "Position hierarchies can be viewed and managed from position-related pages."

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

* Section: Position Hierarchies: "Describes how to access and configure position relationships."

NEW QUESTION # 121

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction goes into error because it was not auto-claimed
- **B. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval**
- **C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role**
- D. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved

Answer: B,C

Explanation:

In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:

With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

Reference: Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

NEW QUESTION # 122

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- **A. Oracle applications contain certain predefined system lookups that are locked for editing.**
- B. You cannot add new lookup codes and meanings to the existing lookup types.
- C. The system administrator must enable the lookup before it is modified in the work area.
- D. You can create new lookup types but cannot modify the existing ones.
- E. You can access the task for profile options from the Setup and Maintenance menu.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or "Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 5: Lookups and Value Sets.

NEW QUESTION # 123

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Educate users to use the country-specific address format only.
- **C. Set the geography validation level to Error instead of No Validation.**
- D. Effective End Date for geography validation is end of time.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

Geography validation in Oracle HCM Cloud ensures addresses conform to country-specific formats (e.g., postal code rules). If users are entering incorrect formats despite correct configuration, the validation enforcement level needs adjustment.

Option A ("Set the geography validation level to Error instead of No Validation") is correct. Oracle allows configuration of geography validation levels in the "Manage Geographies" task: No Validation (no checks), Warning (alerts but allows saving), and Error (prevents saving invalid formats). If set to No Validation or Warning, users can bypass the country-specific format. Changing it

to Error enforces compliance by rejecting incorrect entries, as detailed in the "Implementing Global Human Resources" guide.
Option B ("Educate users to use the country-specific address format only") is a workaround, not a system solution, and does not enforce compliance.

Option C ("Effective End Date for geography validation is end of time") is irrelevant, as end-dating applies to data validity, not validation enforcement.

Option D ("Create a new geography validation") is unnecessary if the existing configuration is correct; the issue lies in the enforcement level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Geographies, section on validation levels.

"Oracle Human Resources Cloud: Using Global Human Resources" - Address setup and validation.

NEW QUESTION # 124

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