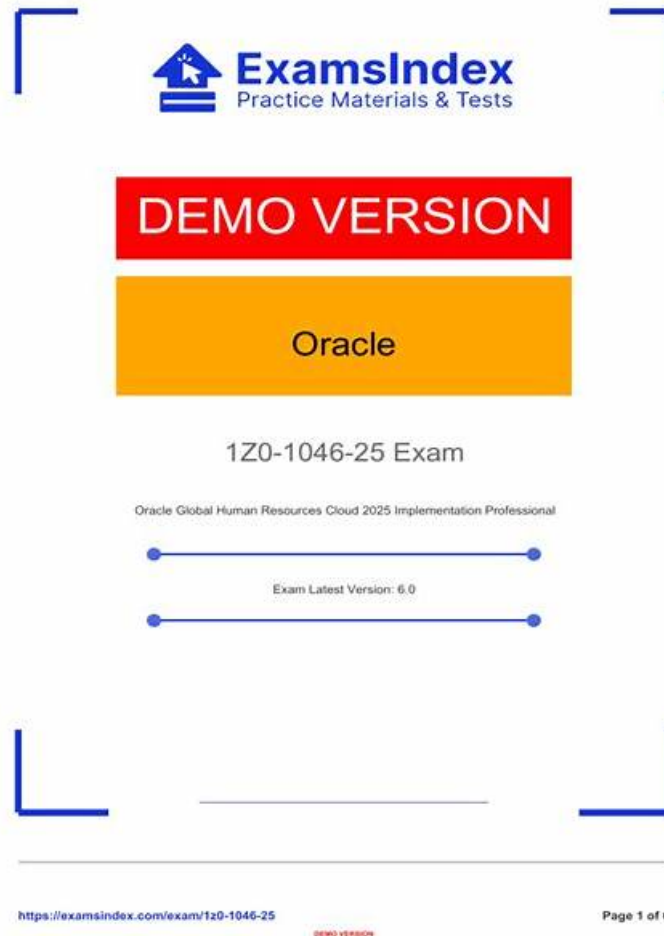


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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q35-Q40):

NEW QUESTION # 35

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

- A. You must identify the top-level of geography as Country and define a geography type.
- B. You can only modify all levels of the geography structure before you load geography hierarchy.
- C. You must set geography validation for the specific address style for a country.
- D. You must map geography to reporting establishments for reporting purposes.

Answer: A,B,C

Explanation:

Geographies in Oracle Global Human Resources Cloud are set up via the "Manage Geographies" task to define address hierarchies (e.g., country, state, city) for location and reporting purposes.

Option A: Correct. The geography structure (levels like country, province) can only be modified before loading the hierarchy data; post-load changes are restricted to maintain data integrity.

Option B: Incorrect. Mapping geographies to reporting establishments is not mandatory; it's an optional configuration for specific reporting needs.

Option C: Correct. The top level must be defined as "Country," and each level requires a geography type (e.g., State, City) to structure the hierarchy.

Option D: Correct. Geography validation must be enabled for a country's address style (e.g., US vs. UK format) to ensure accurate address entry, set via Manage Geographies.

The correct answers are A, C, and D, per "Implementing Global Human Resources" on geography setup.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures, Geographies.

NEW QUESTION # 36

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Deselect Allow Participants To Edit Future Participants.
- B. Change the Task Aggregation configuration to Once Per Task.
- C. Select Allow All Participants To Route Task To Other Participants.
- D. Change the value of Complete Task Immediately When Participant Chooses to Approve.
- E. Select Allow Participants To Edit Future Participants.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.

Option A: Routing to other participants doesn't address duplicate notifications for the same approver.

Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.

Option C: Immediate completion affects task closure timing, not notification frequency.

Option D: Editing future participants doesn't control notification aggregation.

Option E: Allowing edits to future participants is unrelated to duplicate notifications.

The correct answer is B, as per "Using Global Human Resources" on BPM approval configuration.

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

NEW QUESTION # 37

Which two options can be directly mapped to the employee record during hiring?

- A. Sub-Division
- B. Payroll Statutory Unit
- C. Legal Employer
- D. Business Unit
- E. Job Family
- F. Division

Answer: C,D

Explanation:

During the hiring process in Oracle Global Human Resources Cloud, certain workforce structure elements are directly mapped to the employee's record (via Manage Employment or Hire an Employee).

Option A: Division is not directly mapped; it's derived via hierarchy (e.g., department).

Option B: PSU is linked to payroll, not directly to the employee record during hiring.

Option C: Sub-Division is not a standard field or object in Oracle HCM.

Option D: Correct. Legal Employer is a mandatory field assigned during hiring, defining the employing entity.

Option E: Job Family is a categorization, not directly mapped to the record.

Option F: Correct. Business Unit can be directly assigned to an assignment during hiring, reflecting operational structure.

The correct answers are D and F, per "Using Global Human Resources" on hiring processes.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7: Employment Transactions.

NEW QUESTION # 38

Which three statements are true about HCM Cloud trees?

- A. You can create multiple versions of each tree.
- B. You can create multiple trees for the geography tree type.
- C. With the exception of geography trees, you can create multiple trees for each HCM tree type.
- D. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.

Answer: A,C,D

Explanation:

Full Detailed in Depth Explanation:

HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:

A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.

C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.

D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are limited to one per country due to their predefined structure.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Managing Trees".

NEW QUESTION # 39

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 statement is true about actions?

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

Answer: C

Explanation:

Actions in Oracle Global Human Resources Cloud allow tracking and processing of employment changes, linked to Action Types for categorization.

Option A: While actions are accessible via Smart Navigator and security controls visibility, this statement is not the most direct answer to the question's focus on creating and associating actions.

Option B: Incorrect. Multiple actions can be associated with a single Action Type (e.g., Voluntary and Involuntary under Termination).

Option C: Incorrect. An action reason is optional, not mandatory, depending on configuration and business rules.

Option D: Correct. Users can create custom (user-defined) actions (e.g., "Special Project Assignment") and link them to predefined Action Types (e.g., Assignment Change), enabling tailored tracking of changes.

The correct answer is D, aligning with the flexibility described in "Implementing Global Human Resources" for action customization.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 40

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