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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q25-Q30):

NEW QUESTION # 25

When creating a checklist task, you must assign a task performer. What values are supported?

- A. Worker, Manager, Initiator, User, Area of Responsibility, HR Specialist Job Role
- **B. Worker, Manager, Initiator, User, Area of Responsibility**
- C. Worker, Manager, Initiator, User, HR Specialist Data Role
- D. Worker, Manager, Initiator, Area of Responsibility

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

When configuring checklist tasks in Oracle Global Human Resources Cloud, a task performer must be assigned to indicate who is responsible for completing the task. The "Using Global Human Resources" guide under "Checklists" specifies the supported performer types as: Worker (the individual the checklist pertains to), Manager (the worker's line manager), Initiator (the person who triggered the checklist), User (a specific named user), and Area of Responsibility (a group defined by responsibility criteria, such as HR representatives). Option A lists all five supported values accurately. Option B adds "HR Specialist Job Role," which is not a directly supported performer type for checklists (job roles are used in security, not task assignment). Option C omits "User," and Option D incorrectly includes "HR Specialist Data Role" instead of "Area of Responsibility." Thus, A is the correct answer.

NEW QUESTION # 26

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee continues with her old person number if a global sequence is used for person number.
- **B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.**
- C. The employee has a person record with the enterprise, so she will continue with the same person number.
- D. The employee's new person number will be her previous number suffixed by -1.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked. However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules).

The default behavior does not assume continuity of the same person number across legal employers after a resignation.

Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

NEW QUESTION # 27

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

Answer: C

Explanation:

Full Detailed In-Depth 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.

NEW QUESTION # 28

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 two statements are true about actions? (Choose two.)

- A. An action must always have an action reason associated
- **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. Only one action can be associated with an action type

Answer: B,C

Explanation:

Full Detailed In-Depth Explanation:

Per the "Managing Workforce Records" guide:

* Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).

* Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).

* Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

NEW QUESTION # 29

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

Answer: A,C

Explanation:

Full Detailed In-Depth 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).

NEW QUESTION # 30

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