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Oracle Global Human Resources Cloud 2025 Implementation Professional

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q78-Q83):

NEW QUESTION # 78

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplys after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- B. Because the national identifier has changed, the system cannot identify the matching record.
- C. The application cannot identify the matching record and there will be two person records available for further processing.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud uses a matching algorithm to identify duplicate person records during processes like hiring or candidate application, even across different legal employers within the same enterprise. This is critical to avoid creating duplicate records when a person reapplys with a changed national identifier.

Option B ("The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same") is correct. The system employs a configurable person-matching rule that typically uses a combination of key attributes-first name, last name (or initial), and date of birth-to determine if a record already exists. This rule is designed to handle cases where the national identifier changes, as it does not rely solely on that field.

The "Implementing Global Human Resources" guide confirms this matching logic, noting that the system checks these attributes to prevent duplication.

Option A ("Because the national identifier has changed, the system cannot identify the matching record") is incorrect because the matching process does not depend solely on the national identifier.

Option C ("The application searches for the availability of date of birth and middle name to identify the matching record") is incorrect because middle name is not a standard required attribute in the default matching rule.

Option D ("The application cannot identify the matching record and there will be two person records available for further processing") is incorrect because the system is designed to detect matches and avoid duplicate records when possible.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Person Matching and Duplicate Prevention.

"Oracle Recruiting Cloud: Implementation Guide" - Candidate matching rules.

NEW QUESTION # 79

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs and Positions are shared by Sets
- B. Positions may be added to a specific department and location
- C. Jobs are shared by Sets and Positions are assigned to Business Units
- D. When using positions, the grades that are specified for the job become the default grades for the position

Answer: B,C,D

Explanation:

Per the "Managing Workforce Structures" guide:

Option A: True. Grades defined for a Job default to the Position when created.

Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Structures, "Jobs and Positions Configuration" section.

NEW QUESTION # 80

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 can create new lookup types but cannot modify the existing ones.
- C. The system administrator must enable the lookup before it is modified in the work area.
- D. You cannot add new lookup codes and meanings to the existing lookup types.
- 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 # 81

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

Answer: D

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 # 82

Your customer is using Position Synchronization and wants some flexibility to override, in certain cases, fields that are synchronized.

Which two choices below can accommodate this request?

- A. If override is allowed at Enterprise HCM Information or Legal Entity level, the user can select values to be excluded from synchronization.
- B. To exclude a specific assignment from being synchronized, the user needs to set the "Synchronize from Position" attribute to No.
- C. Even if override is allowed, the "Synchronize from Position" attribute is displayed only for the professional user.
- D. By leaving that attribute blank at the position.

Answer: A,B

Explanation:

Position Synchronization in Oracle HCM Cloud allows assignments to inherit values from associated positions, but flexibility to override synchronized fields is supported. Option B is correct because when position synchronization is enabled at the Enterprise (via Manage Enterprise HCM Information) or Legal Entity level (via Manage Legal Entity HCM Information), the "Allow Override at Assignment" option can be selected. This allows users to choose which synchronized attributes (e.g., department, job) can be overridden at the assignment level, excluding them from synchronization as needed. Option C is also correct because the "Synchronize from Position" attribute (also called Position Override in HCM Data Loader) on an individual assignment can be set to "No" to exclude that specific assignment from synchronization entirely, providing granular control.

Option A is incorrect because the "Synchronize from Position" attribute visibility is not restricted to professional users-it's available in the UI or via HCM Data Loader for authorized users. Option D is invalid because leaving the attribute blank at the position level does not affect synchronization behavior- synchronization is controlled at the assignment or configuration level, not by null values at the position. Thus, B and C are the two correct choices.

References: Oracle Docs - "Position Synchronization" (docs.oracle.com, published 2023-10-01).

NEW QUESTION # 83

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