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Oracle Global Human Resources Cloud 2025 Implementation Professional

Sample Questions (Q145-Q150):

NEW QUESTION # 145

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can access John's portrait and click Promote under the Actions menu.
- D. The line manager can select My Portrait and click Promote under the Actions menu.

Answer: B,D

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.

Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.

Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.

Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.

Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer).

Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Promotion process navigation.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Manager self-service actions.

NEW QUESTION # 146

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. If Termination is an action, Normal Termination is an Action Type.
- B. Action Types are seeded.
- C. An Action Type cannot be associated with user-defined actions.
- D. Every Action Type can have multiple actions within it.
- E. Additional Action Types can be created.

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6: Actions and Action Types.

NEW QUESTION # 147

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.
Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addresses task within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Setup User role. These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action: From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) and select Setup and Maintenance under the Tools section.

Explanation: The Setup and Maintenance work area provides access to all implementation tasks, organized by functional areas. This is the starting point for configuring legal addresses.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Functional Area and Task

Action:

In the Setup and Maintenance work area, select the Workforce Structures functional area from the Functional Area dropdown list. Search for the task Manage Legal Addresses by typing "Manage Legal Addresses" in the search bar or navigating to the task list under Workforce Structures.

Click the Go to Task icon next to Manage Legal Addresses to open the task.

Explanation: The Manage Legal Addresses task is used to create, edit, or delete addresses for legal entities.

It is located under the Workforce Structures functional area, which includes tasks related to legal entities, locations, and addresses. Filtering by the functional area and task name ensures you access the correct configuration page.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Create a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create icon (usually a plus sign or "Create" button) to start creating a new address. The Create Legal Address page opens, where you will enter the address details.

Explanation: The Manage Legal Addresses page displays a list of existing addresses, and the Create action initiates the process of adding a new address. This page is designed to capture all required address components, including validation for country-specific formats.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

Step 5: Enter Address Details

Action: Enter the following details based on the provided scenario (900 Main St, Dearborn Heights, Wayne, Michigan 48127):

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter Wayne (select from the dropdown if prompted, as Wayne is a county in Michigan).

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Purpose: Select Legal (or ensure the address is marked for use as a legal address, depending on the configuration).

Effective Start Date: Enter the current date or the date the address becomes effective (e.g., 04/15/2025, based on the current date).

If the acquisition date is specified, use that date.

Validate Address: Click the Validate button (if available) to ensure the address is recognized by Oracle's address validation service.

Explanation:

The address fields must match the format expected for the United States, including mandatory fields like Address Line 1, City, State, and Postal Code. The County field (Wayne) is optional but should be included for accuracy, as it is part of the provided address.

The Address Purpose field determines how the address is used (e.g., legal, mailing). Since the task is to create a legal address, ensure the purpose is set to Legal.

Address validation checks the address against a third-party service (if enabled) to confirm its accuracy. Oracle uses services like Loqate or internal validation rules to verify US addresses.

The Effective Start Date ensures the address is active from the specified date. Historical or future-dated addresses can be created, but for a new acquisition, the current or acquisition date is appropriate.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Address

Action:

After entering and validating the address, click Save or Save and Close to store the address.

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system that can be associated with a legal entity. The address is now available for use in other tasks, such as assigning it to a legal entity or location.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Associate the Address with a Legal Entity (Optional)

Action:

If the scenario requires linking the address to a specific legal entity (not explicitly stated but implied by "legal address for the legal entity"), navigate to the Manage Legal Entity task in the Setup and Maintenance work area.

Search for the legal entity representing the acquired company (or create a new one if it does not exist).

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Save the changes to the legal entity.

Explanation: A legal address must be associated with a legal entity to be used for reporting, compliance, or operational purposes.

The Manage Legal Entity task allows you to link the address to the entity. If the legal entity is not yet created, you may need to create it first using the Manage Legal Entity task, specifying details like the entity name and jurisdiction. Since the scenario does not provide the legal entity's name, this step is noted as optional but recommended to complete the task fully.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Step 8: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

Search for the address by entering 900 Main St or Dearborn Heights in the search criteria.

Confirm that the address appears in the list with the correct details and effective date.

Explanation: Verifying the address ensures that it was created correctly and is available for use. This step confirms the task's success and checks for any errors in data entry or validation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Detailed Explanation

Context of Legal Addresses: In Oracle HCM Cloud, a legal address is a critical component for a legal entity, used for tax reporting, compliance, and operational purposes. The address must be precise and validated to ensure it meets regulatory requirements, especially for a newly acquired company.

Address Validation: Oracle supports address validation through integration with third-party services or internal rules. For US addresses, fields like City, State, and Postal Code are cross-checked to ensure accuracy.

The provided address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) is a valid US address format, with Wayne being the county, which should be included for completeness.

Effective Dating: Legal addresses are effective-dated, meaning they can have start and end dates to reflect changes over time. For a new acquisition, the effective start date should align with the acquisition date or the current date if not specified.

Association with Legal Entity: While the scenario focuses on creating the address, Oracle's best practice requires linking it to a legal entity. This step ensures the address serves its intended purpose for the acquired company manufacturing spring hinges in Michigan.

Potential Challenges:

If address validation is enabled and the address is not recognized, you may need to manually confirm its accuracy or correct minor discrepancies.

If the legal entity does not exist, you must create it first, which requires additional details like the entity's name and jurisdiction (e.g., Michigan, USA).

User access issues could prevent task execution, requiring role adjustments by an administrator.

Key Considerations

Accuracy: Ensure all address components are entered exactly as provided to avoid validation errors.

Permissions: Verify that the user has the Manage Legal Address privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Legal Addresses page may have an enhanced UI with improved search and validation features, but the core steps remain the same.

Audit Trail: Creating a legal address generates an audit trail, which can be reviewed in the Audit Reports section if needed for compliance.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Describes how to create and manage addresses for legal entities, including validation and effective dating." Section: Legal Entity Configuration: "Explains how to associate addresses with legal entities for compliance and reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

Section: Creating Legal Addresses: "Steps to create a legal address, including mandatory fields and validation." Section: Address Validation: "Details on how Oracle validates addresses using third-party services or internal rules." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

Section: Redwood Experience for Workforce Structures: "Enhanced UI for tasks like Manage Legal Addresses, improving usability and validation."

NEW QUESTION # 148

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Calendar Events, Shifts, Patterns, Schedules
- B. Shifts, Schedules, Patterns, Calendar Events
- C. Schedules, Patterns, Shifts, Calendar Events
- **D. Patterns, Calendar Events, Shifts, Schedules**

Answer: D

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence—Patterns, Calendar Events, Shifts, Schedules—as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Define Availability Configuration Sequence".

NEW QUESTION # 149

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. Organization, position, division, establishment
- B. Organization, position, division, geographies
- C. Organization, job, division, geographies
- D. Organization, position, department, geographies

Answer: D

Explanation:

The Tree Management feature in Oracle HCM Cloud's Functional Setup Manager (FSM) allows defining hierarchical structures for various entities. The seeded (predefined) tree structures supported by Oracle include: Organization (e.g., legal entities, business units), Position (position hierarchies), Department (departmental reporting structures), and Geographies (location-based hierarchies). These are foundational for managing enterprise structures and relationships, as outlined in the documentation.

Option A includes "division," which isn't a seeded tree type (divisions are part of organizations but not a distinct hierarchy). Option C's "job" isn't a hierarchy—jobs are flat structures. Option D's "establishment" is a legal entity attribute, not a tree type. Option B correctly lists the seeded tree structures: organization, position, department, and geographies.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Tree Management section.

NEW QUESTION # 150

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