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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q134-Q139):

NEW QUESTION # 134

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A. Setup and Maintenance work area
- B. Enterprise Structures work area
- C. Workforce Structures work area
- D. Person Management work area

Answer: A

Explanation:

Full Detailed in Depth Explanation:

The Setup and Maintenance work area (FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making D the correct answer.

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

NEW QUESTION # 135

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. When using positions, the grades that are specified for the job become the default grades for the position
- D. Jobs are shared by Sets and Positions are assigned to Business Units

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 # 136

A Human Resources specialist has created a checklist template that includes the category "Offboarding" and the action "Termination." When an employee retires from the organization and their work relationship with the legal employer is terminated, there is no Offboarding Journey or checklist assigned to the retired employee in the Manage Allocated Checklist section. What is the reason?

- A. The checklist template is not enabled for automatic allocation.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. Action Reasons were not defined in the checklist.
- D. Action Type was not defined for the checklist.

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, checklist templates are used to automate tasks, such as offboarding journeys, for employees based on specific events like termination. The scenario describes a situation where an HR specialist created a checklist template categorized as "Offboarding" with the action

"Termination," but no offboarding journey or checklist is assigned to a retired employee after their work relationship is terminated.

The Manage Allocated Checklist section, accessible via the Journeys or Checklist Tasks work areas, displays checklists assigned to employees. The absence of the checklist indicates a mismatch or configuration issue in the template's setup.

Option A: Action Type was not defined for the checklist.

This option is incorrect. In Oracle HCM Cloud, the Action Type is a higher-level classification (e.g., Hire, Termination) that groups actions, but checklist templates are associated with specific Actions (e.g., Termination, Retirement) rather than requiring a separate Action Type definition. The scenario specifies that the checklist includes the action "Termination," implying the action is defined.

Oracle documentation does not mandate a distinct Action Type field for checklist templates to trigger allocation, making this option irrelevant.

Extract: "When you create a checklist template, you associate it with an action, such as Hire or Terminate, to trigger the checklist for specific events." (Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Templates).

Option B: Action Reasons were not defined in the checklist.

This option is incorrect. Action Reasons (e.g., Retirement, Resignation) provide additional context for an action and can be used to

filter checklist allocation, but they are not mandatory for checklist assignment. If no action reasons are specified in the checklist template, the checklist should still be allocated based on the action (e.g., Termination) unless specific reasons are configured to restrict it. The scenario does not indicate that the checklist requires specific action reasons, and the lack of an assigned checklist suggests a broader issue with the action itself, not the absence of reasons.

Extract: "You can optionally specify action reasons to filter when a checklist is allocated, but this is not required for the checklist to trigger." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Configuring Checklists).

Option C: The Action associated with the checklist does not match the Action selected during the termination process.

This is the correct answer. In Oracle HCM Cloud, checklist templates are triggered based on the Action selected during an employee's transaction, such as termination. The scenario states the checklist is associated with the action "Termination," but the employee's work relationship is terminated due to retirement. In Oracle, Retirement is a distinct action (with a lookup code like RETIREMENT) separate from Termination (e.

g., VOLUNTARY_TERMINATION). If the HR specialist selected Retirement as the action during the termination process, but the checklist is configured for Termination, the checklist will not be allocated, as the actions do not match. This explains why no offboarding journey or checklist appears in the Manage Allocated Checklist section for the retired employee.

Extract: "The checklist is allocated to a person when the action specified in the checklist template matches the action performed in the transaction. For example, a checklist for Termination won't trigger if the action is Retirement." (Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Allocation).

Additionally, the 24C What's New documentation clarifies: "Ensure the checklist action aligns with the transaction action to avoid allocation issues." (Oracle Fusion Cloud Human Resources 24C What's New, Section: Journeys and Checklists).

Option D: The checklist template is not enabled for automatic allocation.

This option is incorrect. Checklist templates in Oracle HCM Cloud are enabled for allocation by default when created, provided they are Active and associated with an action. The scenario does not indicate that the template is inactive or disabled for allocation, and the issue is specifically tied to the retirement event not triggering the checklist. If automatic allocation were disabled, the template would not function for any termination actions, but the question focuses on the retirement case, pointing to an action mismatch.

Extract: "Checklist templates are active for allocation unless explicitly disabled or set to inactive status." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Checklist Template Setup).

Why this answer?

The key issue is that the employee's termination was processed with the Retirement action, which does not match the Termination action configured in the checklist template. Oracle's checklist allocation logic requires an exact match between the transaction action and the checklist's action, as documented. This mismatch prevents the offboarding journey from being assigned, making C the correct answer. The other options either misalign with Oracle's functionality or do not directly address the retirement-specific issue.

References

Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
Section: Checklist Templates: Details on associating actions with checklists.

Section: Checklist Allocation: Explains how actions trigger checklist assignments.

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

Section: Configuring Checklists: Describes action and action reason configurations.

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

Section: Journeys and Checklists: Notes on action alignment for checklist triggers.

NEW QUESTION # 137

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. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The Update Person Keyword Search process must be run before hiring 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:

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.

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

NEW QUESTION # 138

Which task in the Setup and Maintenance work area generates position codes automatically?

- **A. Manage Enterprise HCM Information**
- B. Manage Position Codes
- C. Manage Positions
- D. Manage Legal Entity HCM Information
- E. Manage Position Synchronization

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level.

Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes.

Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation.

Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting.

Option D: There's no "Manage Position Codes" task; this is a fictitious option.

Option E: "Manage Positions" is for creating/editing positions but doesn't configure automatic code generation.

The correct answer is C, per "Implementing Global Human Resources" on enterprise setup.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 9: Position Structures.

NEW QUESTION # 139

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