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Oracle Global Human Resources Cloud 2025
Implementation Professional
QUESTION & ANSWERS

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Oracle Global Human Resources Cloud 2025 Implementation Professional

Sample Questions (Q117-Q122):

NEW QUESTION # 117

Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.
- **B. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.**
- C. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.

Answer: B

Explanation:

The organization needs to download a large number of document records and their attachments for specific document types (Degree or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.

* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate. This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Types task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.

* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.

* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The Enterprise HCM Information task configures enterprise-level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.

* Why this answer? The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."

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

* Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."

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

* Section: Document Management: "Details on configuring document types for mass operations."

NEW QUESTION # 118

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 gets a new person number for her employment in France if the legal employer sequence is used for person number.**
- B. The employee continues with her old person number if a global sequence is used for person number.
- C. The employee's new person number will be her previous number suffixed by -1.

- D. The employee has a person record with the enterprise, so she will continue with the same person number.

Answer: A

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).

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8:

Employment Model Configuration.

NEW QUESTION # 119

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. You cannot add new lookup codes and meanings to the existing lookup types.
- 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. Oracle applications contain certain predefined system lookups that are locked for editing.**
- E. You can access the task for profile options from the Setup and Maintenance menu.

Answer: D

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 # 120

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- B. The tool creates a structure of divisions that may then be manipulated by the administrator
- C. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration
- D. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- E. The tool creates a structure of divisions, legal entities, business units, and departments

Answer: A,C,D

Explanation:

The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the "Implementing Global Human Resources" guide:

Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.

Option B: False. ESC doesn't limit to divisions; it includes broader structures.

Option C: False. Departments are not a primary output; reference data sets are included instead.

Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Enterprise Structures Configurator Overview" section.

NEW QUESTION # 121

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

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

Answer: D

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 # 122

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