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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q147-Q152):

### NEW QUESTION # 147

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- **A. June 12, 2023 for Person and Assignment**
- B. January 1, 2023 for Assignment and July 11, 2023 for Person
- C. August 15, 2023 for Person and June 12, 2023 for Assignment
- D. June 12, 2023 for Person and January 1, 2023 for Assignment

**Answer: A**

Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Management section.

### NEW QUESTION # 148

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Contract Data
- **B. Calendar Events**
- **C. Standard Working Hours**
- D. Time Sheet
- **E. Absences**

**Answer: B,C,E**

Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for

payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Availability.

### NEW QUESTION # 149

Which is a new feature available on the Redwood Cancel Work Relationship page?

- A. Option to generate automated performance reports
- B. Ability to track employee attendance and absences
- C. Capability to record additional information during work relationship cancellation

**Answer: C**

Explanation:

The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.

\* Option A: Ability to track employee attendance and absences Tracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.

\* Option B: Capability to record additional information during work relationship cancellation This is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.

\* Option C: Option to generate automated performance reports Generating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.

References

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

\* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."

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

\* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."

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

\* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation"

### NEW QUESTION # 150

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have opted for an ad hoc route.

- B. The second-level approver might have executed a pushback on the request.
- C. The second-level approver might have rejected the request.
- D. The second-level approver might have approved the request.
- E. The second-level approver might have reassigned the request.

**Answer: A,B,E**

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

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

## NEW QUESTION # 151

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

- A. The second-level approver might have executed a pushback on the request.
- B. The second-level approver might have opted for an ad hoc route.
- C. The second-level approver might have rejected the request.
- D. The second-level approver might have approved the request.

**Answer: A,C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

- \* The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
- \* The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

- \* Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.
- \* Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

- \* Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.
- \* Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous

approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Approvals and Notifications, Topic: Managing Approvals (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)  
Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Approval Management, Section: Configuring Approval Policies (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>) Oracle HCM Cloud, Administering Transaction Console, Topic: Approval Workflow Actions (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/administering-global-human-resources/index.html>)

## NEW QUESTION # 152

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