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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 (Q129-Q134):

NEW QUESTION # 129

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. Legislative Data Groups do not span enterprises.
- B. Legislative Data Groups can span enterprises.
- C. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- D. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- E. It is required to associate country and currency details while defining Legislative Data Group.

Answer: A,D,E

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

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

NEW QUESTION # 130

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved
- B. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role
- C. The transaction goes into error because it was not auto-claimed
- D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:

With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

Reference: Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

NEW QUESTION # 131

In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Create additional Implementer User Profiles
- B. Opt in to the Offering and Product areas you will be implementing

- C. Configure your legal entities

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation. The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, making it the correct answer.

Reference: Oracle HCM Cloud: Getting Started with Your Implementation, "Initial Setup Steps".

NEW QUESTION # 132

As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory. What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. Work location, department, and languages
- B. Work location, department, job title, and school education
- C. Work location, department, areas of expertise, and areas of interest
- D. Worker competencies, languages, licenses and certifications, and school education information

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, Line Managers have elevated access in the Directory to search restricted worker information about their team, as per the "Using Global Human Resources" guide. This includes Work Location, Department, and Languages, which are not fully accessible to other workers (who see only public info) or HR administrators (unless role-configured). Option A includes "school education," which is private unless explicitly shared. Option B adds "areas of expertise/interest," visible to all via Spotlight. Option C includes competencies and certifications, which are restricted but not uniquely searchable by managers over HR admins. Option D is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Directory Search for Managers" section.

NEW QUESTION # 133

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task.

As an implementation consultant, how do you achieve this?

- A. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.
- B. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.
- C. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.

Answer: B

Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the

correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

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

* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

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

* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

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

* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

* Oracle Support Portal, Document ID: docs.oracle.com

* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

NEW QUESTION # 134

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