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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q90-Q95):

NEW QUESTION # 90
You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. August 15, 2015
- B. June 12, 2015
- C. July 11, 2015
- D. January 1, 2015

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person

record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15,
2015.
Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.
Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change. As of August 15,
2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.
Option C: January 1, 2015, is the hire date and the initial effective start date of the person record. However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.
Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.
The correct answer isB, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 91
Select three correct Workforce Structure definitions.

- A. Department
- B. Country
- C. Location
- D. Division
- E. Facility
- F. Geography

Answer: A,C,D

Explanation:
Workforce Structures in Oracle Global Human Resources Cloud define organizational and operational entities.
Option A: Facility is not a standard workforce structure; it might be a custom term.
Option B: Geography is part of the geography hierarchy, not a workforce structure.
Option C: Correct. Division is a workforce structure for grouping operations (e.g., Line of Business).
Option D: Correct. Department is a workforce structure for organizational units.
Option E: Country is a geography element, not a workforce structure.
Option F: Correct. Location is a workforce structure defining physical work sites.
The correct answers areC,D, andF, per "Implementing Global Human Resources" on workforce structures.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2:
Enterprise Structures.

NEW QUESTION # 92
The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Select Allow Participants To Edit Future Participants.
- B. Deselect Allow Participants To Edit Future Participants.
- C. Change the Task Aggregation configuration to Once Per Task.
- D. Select Allow All Participants To Route Task To Other Participants.
- E. Change the value of Complete Task Immediately When Participant Chooses to Approve.

Answer: C

Explanation:
In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.
Option A: Routing to other participants doesn't address duplicate notifications for the same approver.
Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times

in the chain, they receive only one notification to approve the task once, fulfilling the requirement.
Option C: Immediate completion affects task closure timing, not notification frequency.
Option D: Editing future participants doesn't control notification aggregation.
Option E: Allowing edits to future participants is unrelated to duplicate notifications.
The correct answer isB, as per "Using Global Human Resources" on BPM approval configuration.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 93
Geography framework in HCM Cloud is used for the following purpose:

- A. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- B. To determine the address fields that display on a page when entering an address
- C. To define all work locations for your organization

Answer: A

Explanation:
Full Detailed in Depth Explanation:
The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, makingAthe correct answer.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

NEW QUESTION # 94
A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- B. The Human Resources Representative cannot override the default changes.
- C. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- D. A new work relationship in the destination legal employer is not created automatically.
- E. A new work relationship in the destination legal employer is created automatically.

Answer: A,C,E

Explanation:
Full Detailed in Depth Explanation:
The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.
Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.
Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.
Option E ("A new work relationship in the destination legal employer is created automatically"): True. A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.
Option A ("A new work relationship in the destination legal employer is not created automatically"): False.
This contradicts the automated nature of Global Transfer.
Option B ("The Human Resources Representative cannot override the default changes"): False. Overrides are allowed, as noted in Option C.
References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Transfer process details.
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment model changes.

NEW QUESTION # 95

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