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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q15-Q20):

NEW QUESTION # 15

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Schedules, Patterns, Shifts, Calendar Events
- B. Calendar Events, Shifts, Patterns, Schedules
- C. Shifts, Schedules, Patterns, Calendar Events
- D. Patterns, Calendar Events, Shifts, Schedules

Answer: D

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

* Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

* Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

* Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as

"available" by the Pattern and not overridden by a Calendar Event.

* Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 16

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

Answer: A

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 Job 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 Job 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 # 17

You are working with a customer whose enterprise operates in a country that requires contract information for employees. Which two employment models can be configured to meet the customer's needs?

- A. Contract assignment
- B. Single assignment with contracts
- C. Multiple assignments
- D. Multiple contract - Single assignment

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, employment models define how work relationships, assignments, and contracts are structured for employees to meet organizational and regulatory requirements. The scenario indicates that the customer operates in a country requiring contract information for employees, implying that the system must support the tracking of employment contracts. Oracle provides several employment models, including Single Assignment, Single Assignment with Contract, Multiple Assignments, and Multiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.

* Option A: Contract assignment There is no employment model in Oracle Global Human Resources Cloud explicitly named Contract assignment. Oracle documentation defines employment models such as Single Assignment, Single Assignment with Contract, and Multiple Contract - Single Assignment, but Contract assignment is not a recognized term or model. It may be confused with contract-related configurations, but it does not exist as a distinct model. Therefore, this option is incorrect.

* Option B: Single assignment with contracts This is a valid employment model and a correct answer.

The Single Assignment with Contract model is designed for scenarios where an employee has one work relationship, one assignment, and one or more employment contracts associated with that assignment. This model supports countries that mandate contract information, such as start and end dates, contract types (e.g., fixed-term or permanent), and other contractual terms. The model allows the enterprise to track contract details in the Employment Terms section, ensuring compliance with local regulations. For example, an employee might have a single assignment as a "Consultant" with multiple fixed-term contracts linked to it, each with distinct terms. This model is ideal for the customer's requirement to track contract information.

* Option C: Multiple assignments The Multiple Assignments model allows an employee to have one work relationship with multiple assignments, each representing different roles or jobs within the organization (e.g., an employee working as both a "Teacher" and an "Administrator"). While this model supports flexibility in managing multiple roles, Oracle documentation does not indicate that it inherently includes contract information as a mandatory component. Contracts can be associated with assignments in other models (e.g., Single Assignment with Contract), but the Multiple Assignments model focuses on assignment multiplicity rather than contract tracking. Since the customer's requirement emphasizes contract information, this model is not the best fit and is incorrect.

* Option D: Multiple contract - Single assignment This is a valid employment model and a correct answer. The Multiple Contract - Single Assignment model is specifically designed for scenarios where an employee has one work relationship, one assignment, and multiple contracts linked to that assignment, with each contract potentially having different terms or conditions. This model is used in countries where regulatory requirements mandate tracking multiple contracts for a single role, such as in cases of temporary or project-based contracts. For example, an employee in a single assignment as a "Developer" might have multiple contracts for different projects, each with unique durations or clauses.

This model directly supports the customer's need to track contract information and is appropriate for the scenario.

* Why these two models? Both Single Assignment with Contract and Multiple Contract - Single Assignment explicitly support the tracking of contract information, which is the core requirement of the scenario. The Single Assignment with Contract model is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while the Multiple Contract - Single Assignment model is used when multiple concurrent or sequential contracts are needed for regulatory compliance.

These models allow the customer to capture contract details like type, duration, and terms, ensuring adherence to local laws. The other options (Contract assignment and Multiple Assignments) do not align with Oracle's predefined models or the requirement for contract information.

References

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

* Section: Employment Models: "Oracle Fusion HCM provides these employment models: single assignment, single assignment with contract, multiple assignments, multiple assignments with contract, multiple contract - single assignment. You select an employment model when you create a legislative data group."

* Section: Single Assignment with Contract: "Use this model to manage employees who have one assignment and one or more contracts in a single work relationship."

* Section: Multiple Contract - Single Assignment: "Use this model for employees who have multiple contracts associated with a single assignment in a single work relationship."

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

* Section: Employment Contracts: "Some countries require that you record contract information for employees. You can associate one or more contracts with an employee assignment when using the single assignment with contract or multiple contract - single assignment employment models."

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

* Section: Employment Model Enhancements: "Continued support for contract-based employment models to meet global regulatory requirements."

NEW QUESTION # 18

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

Answer: A

Explanation:

Full Detailed In-Depth 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 is B, 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.

NEW QUESTION # 19

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- B. Role, Legal Entity, Country, Division, Action, and Worker Type

- C. Business Unit, Location, Position, Action, and Worker Type
- D. Role, Legal Entity, Country, Business Unit, Action, and Worker Type

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location). Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

NEW QUESTION # 20

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