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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q82-Q87):

NEW QUESTION # 82

Your customer is using Position Synchronization and wants some flexibility to override, in certain cases, fields that are synchronized. Which two choices below can accommodate this request?

- A. Even if override is allowed, the "Synchronize from Position" attribute is displayed only for the professional user.
- B. If override is allowed at Enterprise HCM Information or Legal Entity level, the user can select values to be excluded from synchronization.
- C. By leaving that attribute blank at the position.
- D. To exclude a specific assignment from being synchronized, the user needs to set the "Synchronize from Position" attribute to No.

Answer: B,D

Explanation:

Position Synchronization in Oracle HCM Cloud allows assignments to inherit values from associated positions, but flexibility to override synchronized fields is supported. Option B is correct because when position synchronization is enabled at the Enterprise (via Manage Enterprise HCM Information) or Legal Entity level (via Manage Legal Entity HCM Information), the "Allow Override at Assignment" option can be selected. This allows users to choose which synchronized attributes (e.g., department, job) can be overridden at the assignment level, excluding them from synchronization as needed. Option C is also correct because the "Synchronize from Position" attribute (also called Position Override in HCM Data Loader) on an individual assignment can be set to "No" to exclude that specific assignment from synchronization entirely, providing granular control. Option A is incorrect because the "Synchronize from Position" attribute visibility is not restricted to professional users-it's available in the UI or via HCM Data Loader for authorized users. Option D is invalid because leaving the attribute blank at the position level does not affect synchronization behavior- synchronization is controlled at the assignment or configuration level, not by null values at the position. Thus, B and C are the two correct choices.

References: Oracle Docs - "Position Synchronization" (docs.oracle.com, published 2023-10-01).

NEW QUESTION # 83

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- B. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.
- C. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- D. All approvers must be present in the system; else, the promotion transaction fails.
- E. While configuring Approval Group List Builder, select "Allow empty groups" as False.

Answer: E

Explanation:

In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.

Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).

Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.

Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.

Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).

Option E: Flexfields don't control approval routing; they're for data capture, not process flow.

The correct answer is D, as per "Using Global Human Resources" on approval setup.

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

NEW QUESTION # 84

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units
- B. When using positions, the grades that are specified for the job become the default grades for the position

- C. Positions may be added to a specific department and location
- D. Jobs and Positions are shared by Sets

Answer: A,B,C

Explanation:

Per the "Managing Workforce Structures" guide:

Option A: True. Grades defined for a Job default to the Position when created.

Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Structures, "Jobs and Positions Configuration" section.

NEW QUESTION # 85

Challenge 4

Manage Business Unit

Scenario

An additional business unit is required for the newly acquired company to reflect the business rules and policies that must be enforced within the organization.

Task

Create a Business Unit for the technician group, where:

The Code is X Tech Business Unit

The Default set is COMMON

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a business unit in Oracle Global Human Resources Cloud for the technician group of a newly acquired company. The business unit must have a Code of X Tech Business Unit and a Default Set of COMMON. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing business units. The user must have permissions to access the Workforce Structures functional area and the Manage Business Unit task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Business Unit duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Business Unit task is restricted to authorized users.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action:

From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Business Unit task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Business Unit by scrolling or using the search bar (type "Manage Business Unit").

Click the Go to Task icon (typically a play button or arrow) next to Manage Business Unit to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, including business units. The Manage Business Unit task is designed to create and manage business units, which enforce business rules and policies. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Business Unit under Workforce Structures, accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Business Unit.

Step 4: Initiate Creation of a New Business Unit

Action:

On the Manage Business Unit page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface). This opens the Create Business Unit page for entering the business unit details.

Explanation: The Manage Business Unit page displays a searchable list of existing business units. The Create action starts the process of adding a new business unit, opening a form where the code, name, and default set can be specified.

Verification: Oracle's UI for managing business units includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Business Units.

Step 5: Enter the Business Unit Details

Action: On the Create Business Unit page, enter the following details as provided in the scenario:

Name: Enter X Tech Business Unit.

Code: Enter X Tech Business Unit.

Default Set: Search for and select COMMON.

Click the Search icon (magnifying glass) in the Default Set field.

Enter COMMON in the search criteria and click Search.

Select COMMON and click OK.

Status: Ensure Active is selected (default setting).

Effective Start Date: Enter 04/15/2025 (current date, unless a specific date is required for the technician group).

Description (optional): Enter a description, e.g., "Business unit for X Cloud Vision technician group".

Country: Select United States (based on the company's location in Michigan, as per prior tasks).

Explanation:

Name and Code: In Oracle HCM Cloud, the Name and Code for a business unit are often the same for clarity, and the scenario specifies X Tech Business Unit for the code, which is used as the name as well. The code is a unique identifier in the system.

Default Set: The COMMON set is a predefined reference data set used to share jobs, departments, locations, and grades across multiple business units. Selecting COMMON ensures the technician group's workforce structures are accessible broadly unless restricted later.

Status: Active ensures the business unit is immediately usable for transactions and policies.

Effective Start Date: Oracle uses effective dating for business units to track validity. The current date (04/15/2025) is appropriate unless otherwise specified.

Description: While optional, a description aids in identifying the business unit's purpose, especially for the technician group.

Country: United States aligns with the company's Michigan location, ensuring compliance with regional settings.

Verification: Oracle documentation specifies mandatory fields (Name, Code, Default Set, Country) and optional fields (Description) for business unit creation. The COMMON set is a standard option, and the details align with US-based configurations.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Business Unit Fields.

Step 6: Configure Additional Settings (if prompted)

Action:

Reporting Establishment: If prompted, leave blank or select an existing establishment tied to the legal entity (e.g., X Cloud Vision from Question 143), but this is not required by the scenario.

Manager: If a manager field appears, leave blank, as no manager is specified.

Payroll Statutory Unit: If prompted, leave blank, as the PSU is handled by the legal entity (X Cloud Vision) per Question 143.

Explanation:

Reporting Establishment: Business units may link to establishments for reporting, but the scenario does not require this.

Manager: Assigning a manager is optional and not specified here.

Payroll Statutory Unit: The PSU is already set at the legal entity level, so no additional PSU configuration is needed for the business unit.

Verification: Oracle documentation confirms that fields like Reporting Establishment are optional, and PSU settings are typically managed at the legal entity level.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Business Unit Configurations.

Step 7: Save the Business Unit

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the business unit.

Explanation: Saving creates the business unit in the system, making it available for enforcing business rules and policies for the technician group. The Save and Close button finalizes the task, while Save allows additional configurations if needed. Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for business unit creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Business Units.

Step 8: Verify the Business Unit Creation

Action:

Return to the Manage Business Unit page.

In the search criteria, enter X Tech Business Unit and click Search.

Confirm that the new business unit appears with the details:

Name: X Tech Business Unit

Code: X Tech Business Unit

Default Set: COMMON

Status: Active

Effective Start Date: 04/15/2025

Country: United States

Description (if entered): Business unit for X Cloud Vision technician group Explanation: Verification ensures the business unit was created correctly and is ready to enforce rules for the technician group. Searching by name or code confirms the record's accuracy and checks for errors in data entry.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Business Unit page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Business Units.

Step 9: Prepare for Business Rules and Policies (Optional)

Action:

Note that the X Tech Business Unit can now be used in tasks like Manage HCM Role Provisioning Rules, Manage Approval Policies, or Manage Data Access to define specific rules and policies for the technician group.

For example, assign the business unit to specific departments or jobs in the Manage Departments or Manage Jobs tasks to align with the technician group's scope.

Explanation: The scenario mentions enforcing business rules and policies, which occurs after business unit creation in separate tasks. The X Tech Business Unit is now available for these configurations, ensuring the technician group operates under tailored settings (e.g., approval workflows, data access). This step is optional, as the task focuses on creation, but it highlights the business unit's purpose.

Verification: Oracle documentation confirms that business units are used to scope rules and policies, and the created unit will appear in relevant setup tasks.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Using Business Units.

Detailed Explanation

Purpose of Business Units: Business units organize business functions (e.g., HR, payroll, approvals) and enforce rules and policies. The X Tech Business Unit ensures the technician group operates under specific settings, supporting the acquired company's integration.

Default Set (COMMON): The COMMON set allows the business unit to share jobs, departments, locations, and grades across the enterprise, reducing setup complexity unless isolation is needed (e.g., via XTECH from Question 144). This aligns with broad accessibility for the technician group.

Code and Name: The Code (X Tech Business Unit) is a unique system identifier, and the Name matches for consistency, as is common in Oracle HCM configurations.

Country Context: United States ties the business unit to the company's Michigan operations, ensuring compliance with regional settings.

Redwood Interface: In the Redwood interface (24C and later), the Manage Business Unit page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the business unit is active, supporting future changes if the technician group's scope evolves.

Key Considerations

Accuracy: The Code and Name (X Tech Business Unit) and Default Set (COMMON) must be entered exactly as specified to ensure system recognition and alignment with the scenario.

Uniqueness: The Code must be unique. If X Tech Business Unit exists, an error occurs, requiring a unique code.

Default Set Availability: The COMMON set is a standard Oracle set. If not found, it indicates a configuration issue, as COMMON is always available.

Security: Only users with the Manage Business Unit privilege can perform this task. Role mismatches require administrative intervention.

Policy Setup: The business unit is ready for rule enforcement, but additional tasks (e.g., approval policies) are needed to fully implement the scenario's intent.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Business Unit privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Duplicate Code: If X Tech Business Unit already exists, the system prevents saving. Solution: Search for the code first; if it exists, coordinate with the implementation team to resolve conflicts or use a different code.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create) or layouts. Solution:

Follow field prompts and ensure Code and Default Set are completed.

COMMON Set Not Found: If COMMON is missing, it may indicate a corrupted setup. Solution: Verify set availability in Manage Reference Data Sets or contact Oracle Support.

Country Selection: If United States is not selected, regional settings may misalign. Solution: Confirm United States to match the Michigan context.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Business Unit: "Steps to create business units, including code, name, and default set." Section: Business Units in Workforce Structures: "Explains how business units enforce rules and policies." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

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Section: Creating Business Units: "Details on configuring business units for organizational functions." Section: Reference Data Sets: "Use of COMMON set for shared data access." Oracle Fusion Cloud Human Resources 24C What's New, Document ID:

docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Improved UI for business unit management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Enhanced support for business unit configurations."

NEW QUESTION # 86

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs, five divisions, five legal employers, and five PSUs.
- B. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- C. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.
- **D. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).**

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.

LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.

Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.

Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.

PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).

Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.

Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.

Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.

Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

The correct answer is D, per "Implementing Global Human Resources" on enterprise structures.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

NEW QUESTION # 87

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