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

### NEW QUESTION # 15

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Automatic before submission.
- B. Person Number at the Enterprise Level is set to Manual.
- C. Worker Number at the Enterprise level is set to Manual.
- **D. Person Number at the Enterprise Level is set to Automatic after final save.**

**Answer: D**

Explanation:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier for individuals, and its generation method is configured at the enterprise level via the "Manage Enterprise HCM Information" task. The behavior described-showing "Generated Automatically" with no number until the final save-indicates a specific setting.

Option C ("Person Number at the Enterprise Level is set to Automatic after final save") is correct. When configured this way, the Person Number is not assigned during data entry or review but is generated only after the transaction is fully saved. This ensures the number is allocated only when the record is committed, avoiding unused numbers if the process is abandoned. The "Implementing Global Human Resources" guide explains this option under Person Number generation settings.

\* Option A ("Person Number at the Enterprise Level is set to Manual") would require manual entry, not automatic generation.

\* Option B ("Person Number at the Enterprise Level is set to Automatic before submission") would assign the number earlier, visible

during review, contradicting the scenario.

\* Option D ("Worker Number at the Enterprise level is set to Manual") is irrelevant, as "Worker Number" is not a standard term here; it's Person Number.

#### NEW QUESTION # 16

Contextual Journeys are displayed:

- A. In page or section headers
- B. Via the employees' "Journeys" tile
- C. When initiating a Quick Action
- D. Only on Thursdays

**Answer: A**

Explanation:

Full Detailed In-Depth Explanation:

Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.

Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

#### NEW QUESTION # 17

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Workforce Modeling
- B. Time and Labor
- C. Workforce Compensation
- D. Core Human Resources
- E. Workforce Directory

**Answer: A,D,E**

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

\* Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

\* Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

\* Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

#### NEW QUESTION # 18

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee has a person record with the enterprise, so she will continue with the same person number.
- B. The employee continues with her old person number if a global sequence is used for person number.
- C. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- D. The employee's new person number will be her previous number suffixed by -1.

**Answer: C**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked. However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules).

The default behavior does not assume continuity of the same person number across legal employers after a resignation.

Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

#### NEW QUESTION # 19

The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

- A. The employee is working as an employee in the Finance Department.
- B. The employee is working as a contingent worker in the Finance Department.
- C. The employee is inactive as of January 1, 2015.
- D. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.
- E. The employee was a contingent worker until December 31, 2014, and will rejoin as an employee on January 2, 2015.

**Answer: C,E**

Explanation:

Full Detailed In-Depth Explanation:

The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter. No results on January 1, 2015, suggest the employee's record is not active or visible on that date.

\* Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesn't explain the issue.

\* Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record won't appear in active searches unless explicitly including inactive records.

\* Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome.

\* Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isn't specified.

\* Option E: Multiple assignments don't hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable.

The correct answers are B and C, per "Using Global Human Resources" on person search behavior.

#### NEW QUESTION # 20

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- [illegible]