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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q69-Q74):

NEW QUESTION # 69

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker needs to be added as an Employee with a future hire date
- B. The worker must have been added as an applicant in Recruiting Cloud
- C. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date

Answer: C

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during

onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.
Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

NEW QUESTION # 70

What are four benefits of Enterprise Structure Configurator (ESC)?

- A. Can create all organizational structures at once
- B. Can roll back an enterprise configuration after loading it
- C. Cannot roll back an enterprise that is created through ESC
- D. Can review the enterprise configuration before loading it
- E. Can create multiple configurations to test multiple scenarios

Answer: A,B,D,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) offers several benefits:

B: Allows creation of multiple configurations for testing different scenarios, enhancing flexibility.

C: Supports rollback of configurations post-loading if adjustments are needed, ensuring reversibility.

D: Enables review of the configuration before final loading, reducing errors.

E: Facilitates simultaneous creation of all organizational structures, streamlining setup.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "ESC Benefits".

NEW QUESTION # 71

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are employees allowed to directly make on their own My Public Info page that all users with access to view their Public Spotlight can see?

- A. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- B. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information
- C. Home address, area of interest, contact information, profile photo, public message, and background photo
- D. About me, contact information, profile photo, public message, favorites, and background photo

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).

Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

NEW QUESTION # 72

When working through configurations in the Functional Area, Workforce Deployment within FSM, are you required to access and configure the objects in the order listed on the page?

- A. No

- B. Yes

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In the Functional Setup Manager (FSM) under the Workforce Deployment functional area, Oracle HCM Cloud provides flexibility in configuration. The objects (e.g., Departments, Locations, Positions) listed on the page are not strictly required to be configured in the order they appear. While Oracle recommends a logical sequence (e.g., defining Departments before Positions), the system does not enforce this as a mandatory requirement. Implementers can adjust the order based on their implementation needs, as long as dependencies (e.g., a Position requiring a Department) are satisfied. The "Implementing Workforce Deployment" section of the Oracle documentation confirms this flexibility, stating that configuration order can vary depending on organizational requirements. Thus, the correct answer is A.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Workforce Deployment Setup".

NEW QUESTION # 73

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies. Which option represents seeded tree structures?

- A. Organization, position, department, geographies
- B. Organization, position, division, establishment
- C. Organization, position, division, geographies
- D. Organization, job, division, geographies

Answer: A

Explanation:

The Tree Management feature in Oracle HCM Cloud's Functional Setup Manager (FSM) allows defining hierarchical structures for various entities. The seeded (predefined) tree structures supported by Oracle include: Organization (e.g., legal entities, business units), Position (position hierarchies), Department (departmental reporting structures), and Geographies (location-based hierarchies). These are foundational for managing enterprise structures and relationships, as outlined in the documentation.

Option A includes "division," which isn't a seeded tree type (divisions are part of organizations but not a distinct hierarchy). Option C's "job" isn't a hierarchy-jobs are flat structures. Option D's "establishment" is a legal entity attribute, not a tree type. Option B correctly lists the seeded tree structures: organization, position, department, and geographies.

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

NEW QUESTION # 74

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