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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q11-Q16):

### NEW QUESTION # 11

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. Page Composer configurations always override Transaction Design Studio configurations.
- B. Transaction Design Studio configurations always override Page Composer configurations.
- C. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.

- D. When a user tries to use the Promote transaction, the page will error when loading.

**Answer: C**

Explanation:

In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.

Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.

Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies the last change made in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.

Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.

Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.

The correct answer is B, per "Using Global Human Resources" on UI customization tools.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 12: User Interface Configuration.

## NEW QUESTION # 12

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- B. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

**Answer: A**

Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6: Actions and Action Types.

## NEW QUESTION # 13

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

- A. Can review the enterprise configuration before loading it
- B. Can create all organizational structures at once
- C. Cannot roll back an enterprise that is created through ESC
- D. Can roll back an enterprise configuration after 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 # 14

The Promote transaction was configured by using Page Composer to require the location field. Another change was made to the transaction by using Transaction Design Studio, which indicated that the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. Page Composer configurations always override Transaction Design Studio configurations.
- B. Transaction Design Studio configurations always override Page Composer configurations.
- C. If modifications were made in both tools and the changes conflict, the result will be inconsistent behavior.
- **D. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.**
- E. When a user tries to use the Promote transaction, the page will error when loading.

**Answer: D**

Explanation:

Oracle HCM Cloud allows UI customizations via Page Composer (for page-level changes) and Transaction Design Studio (for transaction-specific rules). When conflicting changes occur-e.g., Page Composer making the location field required and Transaction Design Studio hiding it for managers-the system resolves this based on the timestamp of the last modification. The documentation states that if modifications from both tools conflict, the most recent change (based on creation or update date) takes precedence, regardless of the tool used. This ensures predictable behavior without requiring a strict hierarchy between the tools.

Option A (page error) is incorrect as the system doesn't crash-it resolves conflicts silently. Option B (inconsistent behavior) is misleading because Oracle provides a clear resolution mechanism. Option C (TDS always overrides) and Option D (Page Composer always overrides) are incorrect because precedence isn't tool-specific but time-based. Option E accurately reflects Oracle's behavior: the last change applied in either tool wins, aligning with the customer's observed UI rendering.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), UI Customization section.

#### NEW QUESTION # 15

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

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

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

\* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.

\* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.

\* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.

\* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

\* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent

roles or functions but are not used to define hierarchies in Tree Manager.

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

\* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

\* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.

\* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Workforce Structures, Topic: Trees

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)

Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Workforce Structures, Section: Managing Trees (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

## NEW QUESTION # 16

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