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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q45-Q50):

NEW QUESTION # 45
You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Set the geography validation level to Error instead of No Validation.
- B. Educate users to use the country-specific address format only.
- C. Create a new geography validation.
- D. Effective End Date for geography validation is end of time.

Answer: A

Explanation:
Full Detailed in Depth Explanation:
Geography validation in Oracle HCM Cloud ensures addresses conform to country-specific formats (e.g., postal code rules). If

users are entering incorrect formats despite correct configuration, the validation enforcement level needs adjustment.

Option A ("Set the geography validation level to Error instead of No Validation") is correct. Oracle allows configuration of geography validation levels in the "Manage Geographies" task: No Validation (no checks), Warning (alerts but allows saving), and Error (prevents saving invalid formats). If set to No Validation or Warning, users can bypass the country-specific format. Changing it to Error enforces compliance by rejecting incorrect entries, as detailed in the "Implementing Global Human Resources" guide.

Option B ("Educate users to use the country-specific address format only") is a workaround, not a system solution, and does not enforce compliance.

Option C ("Effective End Date for geography validation is end of time") is irrelevant, as end-dating applies to data validity, not validation enforcement.

Option D ("Create a new geography validation") is unnecessary if the existing configuration is correct; the issue lies in the enforcement level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Geographies, section on validation levels.

"Oracle Human Resources Cloud: Using Global Human Resources" - Address setup and validation.

NEW QUESTION # 46

In an organization, a line manager is going on a long vacation and wants all his approvalnotifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- B. He has to configure new approval routing policies.
- C. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Answer: D

Explanation:

Oracle HCM Cloud's BPM Worklist allows users to setVacation Rules(also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.

Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests-it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.

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

NEW QUESTION # 47

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Additional Action Types can be created.
- B. Every Action Type can have multiple actions within it.
- C. If Termination is an action, Normal Termination is an Action Type.
- D. Action Types are seeded.
- E. An Action Type cannot be associated with user-defined actions.

Answer: B,D

Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering

customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

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

NEW QUESTION # 48

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

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 # 49

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

- A. The worker must have been added as an applicant in Recruiting Cloud
- B. The worker needs to be added as an Employee with a future hire date
- 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 # 50

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