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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q47-Q52):

NEW QUESTION # 47

In which two ways can you add rates to a grade?

- A. First add the rates for each step, and then add the grade to a grade ladder.
- B. Add rates when creating grades by using the Manage Grades task.
- C. Add the rates separately by using the Manage Grade Rates task.
- D. Use the default grade rates that are available after creating grades.

Answer: B,C

Explanation:

In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation.

management.

* Option A: First add the rates for each step, and then add the grade to a grade ladder. This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.

* Option B: Add the rates separately by using the Manage Grade Rates task. This is a correct answer.

The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,

\$50,000-\$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

* Option C: Use the default grade rates that are available after creating grades. This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

* Option D: Add rates when creating grades by using the Manage Grades task. This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of \$60,000-\$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.

* Why these two methods? Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."

* Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

NEW QUESTION # 48

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Schedules, Patterns, Shifts, Calendar Events
- **B. Patterns, Calendar Events, Shifts, Schedules**
- C. Shifts, Schedules, Patterns, Calendar Events
- D. Calendar Events, Shifts, Patterns, Schedules

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

OptionB matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Define Availability Configuration Sequence".

NEW QUESTION # 49

From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Jobs page
- B. Redwood Locations page
- C. Redwood Person Spotlight page
- D. Redwood Positions read-only page

Answer: D

Explanation:

The question asks from which Redwood page the existing HCM Position Hierarchy can be accessed. Position Hierarchies in Oracle HCM Cloud define relationships between positions (e.g., reporting structures), and Redwood pages provide enhanced interfaces for workforce management tasks.

* Option A: Redwood Locations pageThis option is incorrect. The Redwood Locations page manages location records (e.g., office addresses), not position hierarchies. Oracle documentation does not indicate any functionality for accessing position hierarchies from this page, as locations and positions serve distinct purposes in workforce structures.

* Option B: Redwood Person Spotlight pageThis option is incorrect. The Redwood Person Spotlight page focuses on person searches and quick actions (e.g., viewing employee details). While it may display an employee's position, it does not provide access to the full position hierarchy structure, which is a separate configuration, making this option invalid.

* Option C: Redwood Positions read-only pageThis is the correct answer. The Redwood Positions read-only page (introduced in 24C) allows users to view position details and access related configurations, including the existing HCM Position Hierarchy. Oracle's release notes confirm that this page includes functionality to open and view position hierarchies, enabling users to navigate reporting relationships and position structures directly from the Redwood interface.

* Option D: Redwood Jobs pageThis option is incorrect. The Redwood Jobs page manages job definitions (e.g., job codes, families), not position hierarchies. While jobs are linked to positions, the position hierarchy is a distinct structure managed separately, and Oracle documentation does not support accessing hierarchies from the Jobs page.

* Why this answer?The Redwood Positions read-only page is designed for position management tasks, including accessing hierarchies, aligning with Oracle's Redwood enhancements for workforce structures. Other pages focus on unrelated entities (locations, persons, jobs), making C the correct choice.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Positions Page: "The Redwood Positions read-only page now allows opening the existing HCM Position Hierarchy."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Position Management: "Position hierarchies can be viewed and managed from position- related pages."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Position Hierarchies: "Describes how to access and configure position relationships."

NEW QUESTION # 50

As an HR Specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the Manage Employment task.
- C. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.
- D. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, creating and assigning a work schedule involves a structured process to define working hours for employees. The components include shifts (specific time blocks), work patterns (sequences of shifts), and work schedules (combinations of patterns and rules), which are then assigned via work schedule assignments.

Option A: This sequence is incorrect because it places the work pattern before the shift. A work pattern relies on predefined shifts, so the shift must be created first.

Option B: This option skips the creation of a work schedule, which is a critical step. Assigning a work pattern directly without a work schedule does not align with Oracle's process, as the work schedule is the entity assigned to employees.

Option C: This is the correct sequence:

Create a shift: Define the specific working hours (e.g., 9 AM - 5 PM).

Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 days off).

Create a work schedule: Define the overall schedule, including the pattern and any exceptions.

Assign the schedule through work schedule assignment: Link the schedule to employees via the Work Schedule Assignment task. This matches Oracle's documented process for managing work schedules.

Option D: Assigning a shift directly via the Manage Employment task is not a valid method. Work schedules (not individual shifts) are assigned to employees, making this option incorrect.

The correct answer is C, as it follows the complete and logical flow outlined in Oracle's "Using Global Human Resources" guide.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules.

NEW QUESTION # 51

You have a business requirement to default the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

- A. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.
- B. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the Default Business Title field on the Enterprise HCM Information task, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- D. Enable the Default Business Title field on the Legal Entity HCM Information task, and select Retain User Changes, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

Answer: B

Explanation:

Full Detailed in Depth Explanation:

Defaulting the Business Title in Oracle HCM Cloud during assignment updates is controlled by a profile option, not HCM Information tasks.

Option D ("Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change") is correct. The profile option

"ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM" determines how the Business Title is populated in responsive flows (e.g., Change Assignment). Available settings are:

Retain User Changes: Keeps manual edits.

Automatically Update Based on Job Change: Updates from the job title.

Automatically Update Based on Position Change: Updates from the position title. This is detailed in the "Implementing Global Human Resources" guide under profile options.

Option A and B reference HCM Information tasks, which don't control this feature.

Option C adds "Allow Override if Position Data is Overridden," which is not a valid setting for this profile option.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Profile options for employment flows.

"Oracle Human Resources Cloud: Using Global Human Resources" - Assignment updates.

NEW QUESTION # 52

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