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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q55-Q60):

NEW QUESTION # 55

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. When a user tries to use the Promote transaction, the page will error when loading.
- C. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.

- D. Transaction Design Studio configurations always override Page Composer configurations.
- E. If modifications were made in both tools and the changes conflict, the result will be inconsistent behavior.

Answer: C

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 # 56

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- **A. Setup and Maintenance work area**
- B. Enterprise Structures work area
- C. Person Management work area
- D. Workforce Structures work area

Answer: A

Explanation:

Full Detailed in Depth Explanation:

The Setup and Maintenance work area (FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making D the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Setup and Maintenance Overview".

NEW QUESTION # 57

Which three of the following tasks must be configured during an HCM implementation?

- A. Update Employment
- B. Manage Business Unit
- **C. Manage Legal Entity HCM Information**
- **D. Manage Person**
- **E. Manage Enterprise HCM Information**

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

During an HCM implementation, foundational configuration tasks include:

A: Manage Enterprise HCM Information sets global HR settings (e.g., employment model, work day information) critical for the enterprise.

B: Manage Legal Entity HCM Information configures legal entity-specific HR data, such as employment models or payroll statutory units.

C: Manage Person establishes person records and configurations, a core component of HR management.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Core Configuration Tasks".

NEW QUESTION # 58

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

- A. An identical transaction that was initiated for the person by another user was applied to the database
- B. The saved transaction was rejected by the approval authority
- C. The saved transaction was withdrawn by HR
- D. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, saved transactions can disappear from view if overridden, as per the "Using Global Human Resources" guide. When an identical transaction (e.g., same person and action) is initiated by another user and applied to the database, it supersedes the saved one, removing it from the user's view (Option B). Option A (withdrawn by HR) isn't a standard process for saved transactions. Option C (rejected) would leave it visible with a status. Option D (future dated) affects visibility but not removal. Thus, Option B is correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Saved Transactions" section.

NEW QUESTION # 59

In HCM Cloud, you can define an employee's work time availability in several ways. In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Employment work week, Published schedules, Primary work schedule, then Standard working hours
- B. Published schedules, Employment work week, Primary work schedule, then Standard working hours
- C. Primary work schedule, Employment work week, Published schedules, then Standard working hours
- D. Standard working hours, Primary work schedule, Employment work week, then Published schedules

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.

According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:

Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.

Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.

Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.

Standard working hours: These serve as the default fallback if no other schedules are defined.

The exact extract from the Oracle documentation states:

"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.

Why the other options are incorrect:

Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others. Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.

Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Managing Workforce Records, Topic: Work Schedules (<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 (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

NEW QUESTION # 60

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