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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q63-Q68):

NEW QUESTION # 63

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Educational establishment
- **B. Instance qualifier**
- C. Rating model
- D. Content subscriber
- E. Content library

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.

Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.

Option A ("Content library") stores competency definitions, not rating instances.

Option B ("Educational establishment") is unrelated to ratings.

Option C ("Rating model") defines the scale, not the instance.

Option D ("Content subscriber") relates to content sharing, not ratings.

References:

"Oracle Global Human Resources Cloud: Implementing Talent Management Base" - Competency framework and instance qualifiers.

"Oracle Human Resources Cloud: Using Talent Management" - Competency ratings.

NEW QUESTION # 64

Identify the set enabled objects that are used for partitioning reference data.

- A. Jobs, grades, salary plan, rates
- B. Legal entity, department, division, location
- **C. Department, location, jobs, grades**
- D. Enterprise, legal entity, business unit, position

Answer: C

Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud uses Set-enabled objects, as per the "Implementing Global Human Resources" guide. These include Department, Location, Jobs, and Grades, which can be assigned to Sets for data sharing across business units (Option D). Option A includes non-set-enabled objects like legal entity. Option B includes "salary plan" and "rates," which aren't standard set-enabled objects. Option C includes enterprise and business unit, which define structure, not reference data partitioning. Thus, Option D is correct.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Reference Data Sets" section.

NEW QUESTION # 65

As an HR Specialist, it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display-but it does not. What is the possible cause for the information NOT displaying?

- **A. The grade rate was not linked to the salary basis.**
- B. The grade and the salary basis are tied to different legislative data groups.
- C. The grade rate and the salary basis are tied to different legislative data groups.
- D. The grade rate and the salary basis are tied to different frequencies.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, the compa-ratio (comparison ratio) measures an employee's salary against the midpoint of a grade rate range. It's displayed in the employment or salary details section when entering a base salary, provided all components are correctly aligned.

Option A: Incorrect. Grade rates and salary basis don't need to share the same legislative data group (LDG) for compa-ratio calculation; LDGs partition data but don't directly affect this display unless misconfigured at a higher level.

Option B: Incorrect. The grade itself isn't tied to an LDG; it's the grade rate that matters. This option misattributes the relationship.

Option C: Incorrect. While frequency (e.g., monthly vs. annual) must align for accurate salary calculations, compa-ratio is normalized and should still display if the grade rate and salary basis are linked, even with frequency differences (assuming conversion is handled).

Option D: Correct. The compa-ratio requires a grade rate (defining min, mid, max values) to be associated with the salary basis used in the employee's record. If the grade rate isn't linked to the salary basis (via

"Manage Salary Basis" or "Manage Grade Rates"), the system lacks the reference range to compute and display the compa-ratio.

This is a common setup oversight during implementation.

The correct answer is D, as detailed in "Using Global Human Resources" on salary management and grade rate integration.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 10: Compensation Management; "Implementing Global Human Resources," Chapter 10: Grade Structures.

NEW QUESTION # 66

Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

- A. Grade
- **B. Salary Basis**
- C. Grade Ladder
- D. Grade Rate

Answer: B

Explanation:

Full Detailed in Depth Explanation:

To track base pay at the worker level in Oracle HCM Cloud, the Salary Basis must be configured. Salary Basis defines how a worker's pay is calculated (e.g., hourly, annual) and links to payroll elements for tracking.

B(Grade) and C(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

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

NEW QUESTION # 67

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- **A. June 12, 2015**
- B. January 1, 2015
- C. July 11, 2015
- D. August 15, 2015

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.

Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change. As of August 15, 2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.

Option C: January 1, 2015, is the hire date and the initial effective start date of the person record. However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.

Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.

The correct answer is B, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 68

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