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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which new feature has been added to the Redwood Grade Rates page to enhance the search and filtering capabilities?

- A. Option to add custom columns to the grade rate table
- B. Capability to search and filter grade rate values by name, code, and set
- C. A function to compare grade rates across different locations

Answer: B

Explanation:

The Redwood Grade Rates page in Oracle Global Human Resources Cloud has been enhanced to improve usability, particularly in searching and filtering grade rate data. The question asks for the new feature added to enhance search and filtering capabilities. Oracle's 24C release notes highlight specific improvements to the Redwood interface for grade rates, focusing on streamlined data retrieval.

Option A: Capability to search and filter grade rate values by name, code, and set This is the correct answer. According to Oracle's 24C release notes, the Redwood Grade Rates page now includes advanced search and filtering capabilities, allowing users to search and filter grade rates by attributes such as name, code, and set. This enhancement enables HR specialists to quickly locate specific grade rates, for example, filtering by a grade rate name like "Salary Grade 1" or a set code tied to a legislative data group. The feature improves efficiency in managing compensation data, especially in organizations with extensive grade structures, and is explicitly documented as a new Redwood functionality.

Option B: Option to add custom columns to the grade rate table

This option is incorrect. Oracle documentation, including 24C and 25A release notes, does not mention the ability to add custom columns to the grade rate table as a new feature on the Redwood Grade Rates page.

While Oracle supports flexfields for customization in other areas, there is no evidence that this specific capability was introduced for grade rates. The focus of Redwood enhancements is on search, filtering, and UI improvements, not custom column additions.

Option C: A function to compare grade rates across different locations

This option is incorrect. There is no documented feature in the 24C or 25A releases that enables comparing grade rates across different locations on the Redwood Grade Rates page. While Oracle HCM Cloud supports location-based configurations (e.g., for payroll or local regulations), the Redwood Grade Rates page enhancements center on search and filter improvements, not comparative analysis across locations. This functionality would require custom reporting or analytics, not a standard page feature.

Why this feature?

The capability to search and filter by name, code, and set directly addresses the need for enhanced search and filtering, making it easier to manage grade rates in a user-friendly Redwood interface. This aligns with Oracle's focus on improving data accessibility and usability in the 24C release.

References

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

Section: Redwood Experience for Grade Rates Page: "You can now easily search and filter grade rate values by name, code, and set on the Grade Rates page." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID:

docs.oracle.com, Published: 2024-07-02 Section: Grade Rates Management: "Describes how grade rates are managed, including searching and filtering capabilities." Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

Section: Grade Rates Configuration: "Details on configuring and accessing grade rates, including set-based assignments."

NEW QUESTION # 22

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions that may then be manipulated by the administrator
- B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- C. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration
- D. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- E. The tool creates a structure of divisions, legal entities, business units, and departments

Answer: B,C,D

Explanation:

Full Detailed In-Depth Explanation:

The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the "Implementing Global Human Resources" guide:

Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.

Option B: False. ESC doesn't limit to divisions; it includes broader structures.

Option C: False. Departments are not a primary output; reference data sets are included instead.

Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.

NEW QUESTION # 23

Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.
- B. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.
- C. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.

Answer: A

Explanation:

The organization needs to download a large number of document records and their attachments for specific document types (Degree or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.

* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate. This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Type task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.

* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.

* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The Enterprise HCM Information task configures enterprise-level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.

* Why this answer? The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

* Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."

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

* Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

* Section: Document Management: "Details on configuring document types for mass operations."

NEW QUESTION # 24

When a parent position becomes vacant, you need the incumbents in the child positions to be assigned to a delegate position rather than the second-level parent position. To achieve this, what steps must be followed?

- A. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.
- B. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- C. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- D. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization

needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, position hierarchies define reporting structures, and the Delegate Position attribute allows redirection of reporting lines when a parent position is vacant. The synchronization process ensures these changes reflect in person assignments.

* Option A: This omits the condition that the parent position must be vacant, which is critical to trigger the delegate reassignment. It's incomplete.

* Option B: Using "Position Trees" is incorrect; Oracle uses the "HCM Position Hierarchy" for line manager synchronization, not generic position trees, which are not a standard synchronization mechanism in this context.

* Option C: This is correct:

* The parent position is vacant (trigger condition).

* A Delegate Position attribute is specified (e.g., via the Manage Positions task) to redirect child position incumbents.

* Line manager synchronization is based on the HCM Position Hierarchy (configured in Manage Enterprise HCM Information).

* The "Synchronize Person Assignments from Position" ESS process updates assignments to reflect the delegate position. This aligns with Oracle's position management functionality.

* Option D: Like B, it incorrectly references "Position Trees" instead of the HCM Position Hierarchy, making it invalid.

The correct answer is C, as detailed in "Implementing Global Human Resources" under Position Management.

NEW QUESTION # 25

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action. What are two reasons for this?

- **A. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.**
- B. The worker you are using to test has a current assignment that is suspended, and you can't add a second assignment when one is suspended.
- **C. The Add Assignment action was end-dated before your testing, so the effective start date is unavailable to select on the employment task.**
- D. The worker you are using to test is a contingent worker, and you cannot have multiple assignments for contingent workers.

Answer: A,C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the ability to add an assignment depends on action availability, employment model, and worker status.

Option A: Correct. If the "Add Assignment" action (managed via Manage Actions) has an end date prior to the testing date (e.g., before March 19, 2025), it becomes unavailable in the UI, preventing selection.

Option B: Incorrect. A suspended assignment does not inherently block adding a second assignment; the system allows multiple assignments unless restricted by the employment model.

Option C: Correct. If the employment model is set to single-assignment (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), the system prohibits multiple assignments, hiding the "Add Assignment" action.

Option D: Incorrect. Contingent workers can have multiple assignments if the employment model allows it; this restriction is not universal.

The correct answers are A and C, per "Implementing Global Human Resources" on employment actions and models.

NEW QUESTION # 26

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