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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q153-Q158):

NEW QUESTION # 153

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- A. Site
- B. User
- C. Role
- D. Product

Answer: A,B

Explanation:

Full Detailed in Depth Explanation:

Profile Options in Oracle HCM Cloud control system behavior and can be set at:

A: Site level, applying globally to all users and organizations.

D: User level, allowing personalization for individual users.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Profile Options Setup".

NEW QUESTION # 154

As a Line Manager within an organization, you are able to perform a search on restricted worker information within the Directory. What values are you able to search that other workers and HR administrators are unable to within the Directory?

- A. Work location, department, and languages
- B. Work location, department, areas of expertise, and areas of interest
- C. Worker competencies, languages, licenses and certifications, and school education information
- D. Work location, department, job title, and school education

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, Line Managers have elevated access in the Directory to search restricted worker information about their team, as per the "Using Global Human Resources" guide. This includes Work Location, Department, and Languages, which are not fully accessible to other workers (who see only public info) or HR administrators (unless role-configured). Option A includes "school education," which is private unless explicitly shared. Option B adds "areas of expertise/interest," visible to all via Spotlight. Option C includes competencies and certifications, which are restricted but not uniquely searchable by managers over HR admins. Option D is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Directory Search for Managers" section.

NEW QUESTION # 155

In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Configure your legal entities
- B. Opt in to the Offering and Product areas you will be implementing
- C. Create additional Implementer User Profiles

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation.

The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, making it the correct answer.

Reference: Oracle HCM Cloud: Getting Started with Your Implementation, "Initial Setup Steps".

NEW QUESTION # 156

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. Rating model
- C. Content subscriber
- D. Instance qualifier
- E. Content library

Answer: D

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 # 157

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. It is required to associate country and currency details while defining Legislative Data Group.
- B. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- C. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- D. Legislative Data Groups do not span enterprises.
- E. Legislative Data Groups can span enterprises.

Answer: A,C,D

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

NEW QUESTION # 158

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