QUESTION: 1

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.What option are available for you to configure within this section?

Option A : Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers

Option B : Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers

Option C : Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers

Option D : Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

QUESTION: 2

The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

Option A : The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.

Option B : The employee is working as a contingent worker in Finance Department.

Option C : The employee is inactive as of 01-Jan-2015

Option D : The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.

Option E : The employee is working as an employee in Finance Department.

Correct Answer: C,D

Explanation/Reference:

Full Detailed In-Depth The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter. No results on January 1, 2015, suggest the employees record is not active or visible on that date. Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesnt explain the issue. Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record wont appear in active searches unless explicitly including inactive records. Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome. Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isnt specified. Option E: Multiple assignments dont hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable. The correct answers

areBandC, per "Using Global Human Resources" on person search behavior. Reference: Oracle Global Human Resources Clo
Using Global Human Resources, Chapter 8: Person Management.

QUESTION: 3

For the Change Manager transaction, the first-level approval is set to the Application Role type.
The name of the application role is HR Specialist Sales. In the Change Manager approval rule
configuration, the Enable Auto Claim option is deselected. Which two actions take place when the
transaction for manager change is initiated for employees?

Option A : The transaction goes into error because it was not auto-claimed

Option B : The transaction has to be approved by all HR Specialist Sales representatives for it to be
approved

Option C : The transaction goes for approval to all the workers who inherit the HR Specialist Sales role

Option D :

One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for
approval

Correct Answer: C,D

Explanation/Reference:

Full Detailed In-Depth In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction

are configured per the "Securing HCM" guide: With "Enable Auto Claim" deselected, the transaction isnt

automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

Reference:Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

QUESTION: 4

An employees job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system
to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective-dated
employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employees
previous employment details and searches for them on the Person Management page. The HR
specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter"
because the employee was working as a recruiter on 31-Jan-2015. The search returns no rows.
What is causing this?

Option A :

The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.

Option B : The Person Management page search does not support Job attribute keywords.
Option C :
The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the

next day

Option D : The Person Management page search does not support date-effective keywords.
Option E :
The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the

previous
day.

Option F : The Update Person Search Keyword process has associated the effective dates with

the job attributes in
the keyword record resulting in search discrepancies.

Correct Answer: A

Explanation/Reference:

Full Detailed In-Depth The Person Management page search in Oracle HCM Cloud uses the "Update Person Search Keyword" process to index attributes like job. This process updates the keyword record with thelatest effective-dated value(here, "Consultant" as of 01-Feb-2015) as of the process run date, overwriting historical data (e.g., "Recruiter" from 01-Jan-2015). On 01-Mar-2015, searching with "Recruiter" and an effective date of 31-Jan-2015 fails because the index only contains "Consultant," not historical jobs, even though date-effective search is supported. Option B is false"job keywords are supported. Options C and E (process failures) lack evidence. Option D is incorrect"date-effective searches are supported via ORA_PER_EMPSRCH_ENABLE_DATES. Option F misstates the process"it doesnt associate effective dates; it overwrites with the latest. Option A correctly explains the behavior per Oraclessearch mechanics. Reference: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Search section.

QUESTION: 5

As an employee within an organization you access your Public Information/Spotlight page within the Directory.What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

Option A : Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.

Option B : Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information. Option C : Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo. Option D : Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

QUESTION: 6

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

Option A : Create a new job Fitness Representative and associate that to the person.
Option B : Define the person-s area of responsibility to reflect Fitness Representative.
Option C : Deploy a Descriptive Flexfield to capture the information.
Option D : Deploy a Key Flexfield to capture the information.

Correct Answer: B

Explanation/Reference:

Full Detailed in Depth Explanatio n: Oracle HCM Cloud allows assigning responsibilities to individuals for specific tasks or groups, such as a Fitness Representative for a fitness program. The setup should leverage existing functionality efficiently. Option D ("Define the person's area of responsibility to reflect Fitness Representative") is correct. In Oracle HCM, "Areas of Responsibility" (AOR) can be defined via the "Manage Areas of Responsibility" task to assign specific duties (e.g., Fitness Representative) to a person for a group of workers. This is a standard feature for designating responsibilities without requiring new jobs or flexfields, as outlined in the "Implementing Global Human Resources" guide. Option A ("Deploy a Key Flexfield to capture the information") is incorrect. Key Flexfields (KFFs) are used for structured data (e.g., job codes), not responsibilities. Option B ("Deploy a Descriptive Flexfield to capture the information") could work for custom attributes but is overkill when AOR is available. Option C ("Create a new job Fitness Representative and associate that to the person") is unnecessary; a job defines a role, not a specific responsibility for a program. Reference: "Oracle Global Human Resources Cloud: Implementing Global Human Resources" " Section on Areas of Responsibility. "Oracle Human Resources Cloud: Using Global Human Resources" " Managing responsibilities.

QUESTION: 7

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.Which is the option a Human Resource representative should exercise to re-instate the manager's

records in the source legal employer?

Option A : Create another assignment with the return date as the effective date. Option B : Entering the return will automatically re-instate the record on the return date. Option C : Deploy a Descriptive Flexfiled to capture the return date. Update this segment with the actual return date to reinstate the record. Option D : Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment-s in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

QUESTION: 8

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

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

Correct Answer: B

Explanation/Reference:

Full Detailed In-Depth In Oracle Global Human Resources Cloud, saved transactions can disappear from view if overridden, 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 users view (Option B). Option A (withdrawn by HR) isnt 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.

QUESTION: 9

There has been a re-organization requiring all the employees of Department A to be moved to Department
Which option will enable this activity to be addressed in a single request?

Option A : Run the Refresh Manager Hierarchy process.
Option B : Run the Synchronize Person Records process.
Option C : Run the Mass Update process.
Option D : Run the Send Pending LDAP Requests process.

Correct Answer: C

QUESTION: 10

Workers can personalize the following items on the News Feeds home page?

Option A : Springboard display and Infolets display
Option B : Quick Action display, Springboard display, Infolets display
Option C : Quick Action display, Springboard display, Things to Finish display, and Infolets display
Option D : Springboard display, Things to Finish display, and Infolets display

Correct Answer: C

Explanation/Reference:

Full Detailed In-Depth In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub
for workers to access key information and tasks. Workers have the ability to personalize this page to suit their
preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global
Human Resources" guide, workers can customize the following elements on the News Feed home page: Quick
Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish
display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance
insights). These personalization options allow workers to tailor the layout and content visibility to enhance
productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements
explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these
personalization features. Reference: Oracle Global Human Resources Cloud - Using Global Human Resources,
"Personalizing the Home Page" section.

QUESTION: 11

Which task in the Setup and Maintenance work area generates position codes automatically?

Option A : Manage Position Codes
Option B : Manage Legal Entity HCM Information
Option C : Manage Positions
Option D : Manage Position Synchronization
Option E : Manage Enterprise HCM Information

Correct Answer: E

Explanation/Reference:

Full Detailed In-Depth In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level. Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes. Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation. Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting. Option D: Theres no "Manage Position Codes" task; this is a fictitious option. Option E: "Manage Positions" is for creating/editing positions but doesnt configure automatic code generation. The correct answer isC, per "Implementing Global Human Resources" on enterprise setup. Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 9: Position Structures.

QUESTION: 12

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

Option A : Action Reasons are seeded and can be defined by a user.
Option B : Action Reasons are seeded and cannot be defined by a user.
Option C : Actions are seeded and cannot be defined by a user.
Option D : Action Types are seeded and cannot be defined by a user.

Correct Answer: A,D

Explanation/Reference:

Full Detailed In-Depth The Action framework in Oracle Global Human Resources Cloud governs transactions like promotions. The "Managing Workforce Records" guide explains: Action Reasons: Some are seeded (predefined by Oracle), but users can define additional custom Action Reasons to meet specific business needs (e.g., a new promotion reason like "Merit-Based"). This makes Option A correct. Action Types: These are seeded (e.g., Promotion, Transfer) and cannot be user-defined, as they

are core to the systems structure, making Option B correct. Actions: While seeded Actions exist, users can create custom Actions and link them to Action Types, so Option C is incorrect. Reference:Oracle Global Human Resources Cloud - Managin Workforce Records, "Actions and Action Reasons" section.

QUESTION: 13

In an organization, a line manager is going on a long vacation and wants all his approvalnotifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

   Option A : A system administrator always has to reassign the approval notification to the supervisor in the line manager-s absence.
   Option B : The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
   Option C : He has to configure new approval routing policies.
   Option D : A Vacation rule can be set under the Preferences section of worklist notification-s Human Capital Management server.

Correct Answer: D

Explanation/Reference:

Full Detailed In-Depth Oracle HCM Clouds BPM Worklist allows users to setVacation Rules(also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesnt alter underlying approval policies. Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isnt triggered by leave requests"it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracles workflow features. Reference: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Worklist Preferences section.

QUESTION: 14

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis.If you notice that there are outstanding notifications, what action can you take to move the approval along?

   Option A : Deny the workflow on behalf of the assigned Approver.
   Option B : Approve the workflow on behalf of the assigned Approver.
   Option C : Push back the workflow to another Approver.
   Option D : Reassign the workflow to another Approver.

QUESTION: 15

Given the customer requirement:If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.Which allows this to be achieved?

Option A : Enforce Valid Grades (Y/N) is set to Y in the profile options
Option B : Default the Grade from Job/Position (Y/N) is set to Y in the profile options
Option C : Default the Grade from Job/Position (Y/N) is set to N in the profile options
Option D : Enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

QUESTION: 16

Which option represents the basis on which approval routing policies can be defined?

Option A : Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
Option B : Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
Option C : Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
Option D : Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

Explanation/Reference:

Full Detailed in Depth Explanatio n: In Oracle Global Human Resources Cloud, approval routing policies determine how transactions (e.g., promotions, transfers) are routed for approval. These policies are configured using the "Manage Approval Transactions" task and rely on specific hierarchies and groups. Option B ("Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups") is correct. Oracle HCM Cloud supports the following bases for defining approval rules: Employee Supervisor Hierarchy: Routes approvals through the employees reporting structure. Position Hierarchy: Uses the position hierarchy if positions are implemented. Job Levels: Routes based on job level differences (e.g., requiring higher-level approval for significant changes). Approval Groups: Predefined groups of approvers for specific transactions. The "Implementing Global Human Resources" guide confirms these as the standard components.Grades and Organization Hierarchy (e.g., Department or Division) are not directly used in approval routing policies, making other options incorrect. Option A includes "Grades" and "Organization Hierarchy," which are not standard bases. Option C omits "Approval Groups," which is a key component. Option D adds "Organization Hierarchy," which is not supported for approval routing. Reference: "Oracle Global Human Resources

QUESTION: 17

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

Option A : The second level approver might have approved the request.
Option B : The second level approver might have rejected the request.
Option C : The second level approver might have reassigned the request.
Option D : The second level approver might have executed a pushback on the request.
Option E : The second level approver might have opted for an adhoc route.

Correct Answer: C,D,E

Explanation/Reference:

Full Detailed In-Depth In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing. Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear. Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually. Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist. Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you ifyoure included again. Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist. The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows. Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.