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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Set the geography validation level to Error instead of No Validation.
- C. Effective End Date for geography validation is end of time.
- D. Educate users to use the country-specific address format only.

Correct Answer: B

QUESTION 2

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause".

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the human resource specialist to hire a person.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Correct Answer: C

QUESTION 3

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity may act as a virtual organization.
- B. A legal entity must comply with regulations and local jurisdictions.
- C. A legal entity can be identified as a legal employer in Human Capital Management.
- D. A legal entity can own assets, record sales, pay taxes, and perform transactions.
- E. Legal entities are not responsible for payment of social insurance.



Correct Answer: BCD

QUESTION 4

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the ORA_PER_JOURNEYS_ENABLED profile option with the Manage Administrator Profile Values task.
- C. Enable the Journeys option to either the Manage Enterprise HCM Information task.
- D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21a/faigh/checklists.html#FAIGH4322443>

To enable Journeys in HCM Cloud, you need to enable the Journeys option to the Manage Legal Entity HCM Information task. This task is located in the Setup and Maintenance work area, and can be accessed via the Navigator menu. Once you are in the task, select the Legal Entity for which you want to enable Journeys, and then select the Edit button. On the Edit Legal Entity page, scroll down to the Journeys section, and select the Enable Journeys checkbox.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/enable-journeys.htm#FAGHC-GUID-2F2BBF7E-15FB-4D8F-B9B47A4A4BECBE7F>

QUESTION 5

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: C

Explanation: On the Manage Legal Employer information task, you can override the work day information, the person number generation method, the employment model, the position synchronization configuration, and the worker number generation. These values were configured on the Enterprise HCM Information task and will be used by the Manage Legal Employer information task to create the legal employer records.



QUESTION 6

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Correct Answer: BCD

QUESTION 7

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways can you associate workers with a specific division? (Choose two.)

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.
- D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: AC

As part of a client's configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define-divisions.htm#FAGHC-GUID-E9C6B32B-2F2B-4E6C-B136-C4A4A4F4A4E2>

QUESTION 8

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?



- A. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers
- B. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers
- C. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers
- D. Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/employment.html#FAIGH423306>

QUESTION 9

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

- A. A person number is associated with a Pending Worker.
- B. An employee number is associated with a Pending Worker.
- C. A person who already has a person record cannot be a Pending Worker.
- D. This is a person for whom you create a person record that is effective before the hire date.

Correct Answer: ACD

QUESTION 10

You hired a female 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 her last name from the date of her 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. January 1, 2015
- B. June 12, 2015
- C. July 11, 2015
- D. August 15, 2015

Correct Answer: B

QUESTION 11



The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses Promote transaction.

How does the system determine how the user interface will render?

- A. Transaction Design Studio configurations always override Page Composer configurations.
- B. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- C. Page Composer configurations always override Transaction Design Studio configurations.
- D. When a user tries to use the Promote transaction, the page will be error when loading.

Correct Answer: A

Explanation: When the Promote transaction was configured using Page Composer to require the location field, and then another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden, the Transaction Design Studio configurations will always override the Page Composer configurations. This means that the location field will be hidden when the Promote transaction is used by a manager. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure-transactions.htm#FAGHC-GUID-F11C8F3D-D2F9-4277-97A905F34A1E9E1A>

QUESTION 12

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade. What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Correct Answer: AB

QUESTION 13

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?

- A. The saved transaction was rejected by the approval authority.
- B. An identical transaction that was initiated for the person by another user was applied to the database.
- 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.
- D. The saved transaction was withdrawn by HR.



Correct Answer: B

QUESTION 14

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Person Number at the Enterprise Level is set to Automatic before submission.
- C. Person Number at the Enterprise Level is set to Automatic after final save.
- D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

QUESTION 15

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

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

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