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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B

QUESTION 2

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?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- 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

This is the best way to reinstate the manager's records in the source legal employer, as it ensures that the return date is recorded and the records are reinstated exactly when the manager returns. References: [1] Oracle HCM Cloud 2022 Implementation Guide - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html>

QUESTION 3

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 4

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 5

An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago. She will start her employment at France office next month.

Which statement is correct about the Person Number and Assignment Number for this employee?



- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.
- C. The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.
- D. The employee has a person record with the enterprise so she will continue with the same person number but get a new assignment number within her new work relationship with the France Legal Employer.

Correct Answer: B

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