

Oracle

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Oracle Global Human Resources Cloud 2026 Implementation Professional

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Question: 1

Which two configuration elements are defined when creating Calendar Events to manage HCM schedules?

Response:

- A. Geographical Data and Payroll Costing
- B. Event Category and Effective Start/End Dates
- C. Event Type (for example, Public Holiday)
- D. Schedule Pattern and Job Mapping

Answer: B,C

Question: 2

Which statement best describes the role of Profile Options in Journey configuration?

- A. They store payroll balances during task completion
- B. They define the frequency of email delivery for checklists
- C. They allow enabling or disabling journeys for specific user roles or events
- D. They set legal entity associations with the event notification model

Answer: C

Question: 3

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.

Select the two options that would help the human resource specialist understand the Action framework available in the application.

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

Answer: A,D

Question: 4

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Create an appropriate job set
- C. Benchmark all the jobs in the system.
- D. Job Evaluation criteria must be set up during job creation.
- E. Progression Job Information must be defined during job creation.

Answer: E

Question: 5

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are "PhD."
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. PhD is a sensitive keyword and is used elsewhere in the person's information.
- D. HR does not have access to the "Experience and Qualification" card.
- E. Areas of expertise is public information.

Answer: E

Question: 6

In Oracle HCM Cloud, _____ rules can be configured to determine how approval is routed based on job level or management hierarchy.

- A. Security
- B. Job Evaluation
- C. Departmental

Answer: B

Question: 7

An employee's 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 employee's 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 31st Jan 2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support date-effective keywords.
- B. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies
- D. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- E. The Person Management page search does not support Job attribute keywords
- F. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Answer: D

Question: 8

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two configurations can be done through this task? (Choose two.)

- A. the name fields that appear in the Person Details section when you are hiring an employee
- B. the appearance of a worker's name when it appears in search results
- C. what name fields are required when completing the Person Details section when hiring or updating a worker's person details
- D. the way a worker's name appears on top of employee-level pages

Answer: B,C

Question: 9

An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it.

Which option describes the cause of this issue?

- A. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.
- B. The line manager does not have the privilege to receive notifications.
- C. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.
- D. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.

Answer: C

Question: 10

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader. What process flow do you need to follow to ensure the migration is successful?

- A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Answer: A

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