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Oracle Global Human Resources Cloud 2026 Implementation Professional

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QUESTION NO: 1

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

ANSWER: B

Explanation:

Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer. In Oracle Fusion Cloud Human Resources, action types define the functional category and processing behavior for workforce changes, while actions provide the business-specific values that users select when processing those changes. Global Transfer is the delivered action type intended for moving a worker to a different legal employer while retaining the same person record. Creating a clearly named action under this action type makes Legal Employer Transfer available as a selectable employment action and ensures that the transaction follows the correct global-transfer process. This configuration also lets the organization apply its own action reasons, approval rules, and reporting conventions without changing Oracle-delivered action definitions. The action is configured in the Actions setup task, where an implementation user creates the action and assigns the applicable delivered action type. Oracle documents that actions are associated with action types and that global transfers support movement between legal employers. See Oracle's Actions and Action Types guidance and its Global Transfers documentation.

QUESTION NO: 2

An Enterprise Onboarding Journey checklist requires:

A. Use of the Transaction Design Studio (TDS) to display

B. Four or more tasks

C. HireRight Integration

D. At least one step (child checklist)

ANSWER: D

Explanation:

At least one step (child checklist) is required because an Enterprise Onboarding Journey checklist is designed as a parent structure that organizes the onboarding experience into one or more subordinate checklist steps. Those child checklists provide the functional content and sequence through which onboarding activities can be delivered, such as preboarding activities, first-day activities, and later follow-up actions. Without a step, the enterprise checklist would not contain a usable onboarding flow to assign and administer for employees.

This hierarchy supports a modular design: organizations can maintain separate child checklists for distinct onboarding stages or populations while using the enterprise-level checklist to bring them together into a coordinated journey. It also enables appropriate task configuration, assignment, due-date management, and progress tracking within each stage of the onboarding process. Oracle's Journeys documentation describes journeys and checklists as configurable experiences containing structured activities and tasks, and Oracle's implementation guidance covers configuring onboarding checklists as part of the Journeys setup. See Oracle Help Center: Overview of Journeys and Oracle Help Center: Checklist Templates.

QUESTION NO: 3

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.

Which are three advantages of using Position Synchronization?

A. The customer can configure which assignment attributes to synchronize from the position.

B. For synchronized attributes, any position update will automatically be pushed to the incumbents ' assignments.

C. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.

D. If you use Position Synchronization, Manager Self Service cannot be used.

ANSWER: A B C

Explanation:

Position Synchronization supports position-driven workforce management by making the position the controlling source for selected assignment information. The customer can configure which assignment attributes to synchronize from the position, allowing the implementation to apply synchronization only to the attributes for which centrally controlled, consistent values are required. This makes the feature adaptable to the organization's operating model rather than requiring every position attribute to flow to an assignment.

For synchronized attributes, a position update is automatically propagated to the assignments of its incumbents. Consequently, a change such as a department, job, location, or manager change on the position can be reflected consistently across the associated worker assignments, reducing repetitive maintenance and helping maintain accurate workforce-structure data.

Synchronized attributes are displayed as read-only in the assignment because their values are maintained by the position. This preserves the position as the authoritative source of the synchronized data and prevents assignment-level maintenance from undermining the consistency gained through synchronization. Oracle documents Position Synchronization as a configurable mechanism for keeping position and assignment data aligned. See Oracle Fusion Cloud HCM: Position Synchronization and Oracle Fusion Cloud HCM: Workforce Structures.

QUESTION NO: 4

The Promote transaction was configured by using Page Composer to require the location field. Another change was made to the transaction by using Transaction Design Studio, which indicated that the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

A. When a user tries to use the Promote transaction, the page will error when loading.

B. If modifications were made in both tools and the changes conflict, the result will be inconsistentbehavior.

C. Transaction Design Studio configurations always override Page Composer configurations.

D. Page Composer configurations always override Transaction Design Studio configurations.

E. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.

ANSWER: C

Explanation:

Transaction Design Studio configurations always override Page Composer configurations. Transaction Design Studio is intended to control the behavior and presentation of supported HCM transactions for specified contexts, such as a manager initiating the Promote transaction. Its rules can determine whether a field is displayed, required, or read-only for that transaction and user context. In this case, the Transaction Design Studio rule hides the location field for managers. Because that transaction-specific configuration takes precedence, the location field is not rendered for the manager, despite the Page Composer configuration that made it required. Oracle documents that, where both Page Composer and Transaction Design Studio are used to configure the same supported transaction attributes, Transaction Design Studio takes precedence. This precedence enables organizations to retain broader page customizations while applying controlled, role- and transaction-specific experiences through Transaction Design Studio. See Oracle's guidance on the difference between Page Composer and Transaction Design Studio and the Transaction Design Studio overview.

QUESTION NO: 5

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

A. When using positions, the grades that are specified for the job become the default grades for the position

B. Jobs and Positions are shared by Sets

C. Jobs are shared by Sets and Positions are assigned to Business Units

D. Positions may be added to a specific department and location

ANSWER: A C D

Explanation:

When positions are used, the grades specified for a job provide the default grade choices for a position created from that job. This helps maintain consistent grade eligibility while still allowing the position to represent a particular occurrence of the job in the enterprise. Oracle HCM treats jobs as reusable definitions that can be made available through reference data sets, whereas positions are workforce-structure records associated with a business unit. Therefore, "Jobs are shared by Sets and Positions are assigned to Business Units" accurately reflects the different scope and ownership of these objects. A position can also capture organizational assignment details, including a department and location. This enables an organization to identify where a specific headcount-bearing role is situated and to distinguish multiple positions based on the same job. Together, these settings support controlled reuse of job definitions while retaining business-unit-specific position management. Oracle's documentation on Jobs and Positions describes the relationship between jobs, positions, grades, and business units. See also Oracle's Overview of Workforce Structures for the workforce-structure model.

QUESTION NO: 6

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

A. Educate users not to use such Actions.

B. Delete Actions.

C. Enter Action End Date.

D. Hide Actions.

ANSWER: C

Explanation:

Enter Action End Date is the appropriate configuration method for making an action unavailable to end users while retaining the action definition and its historical use. In Oracle Fusion Cloud Human Resources, actions identify the nature of an employment or workforce transaction, such as a hire, transfer, promotion, or termination. The action setup supports effective dating, including an end date, so an implementation team can control the period in which the action is valid for selection. Once the end date is reached, the action is no longer available for new applicable transactions, but prior transactions that used it remain historically intact. This is particularly important when requirement gathering identifies actions that are unnecessary for the organization's future processes after setup has begun. End-dating provides controlled retirement of the configuration without removing audit-relevant historical records or disrupting existing data. The consultant should set the action's end date through the Manage Actions task and ensure the date aligns with the intended final day on which users may select it. Oracle's documentation describes configuring actions and action reasons as part of workforce transaction setup and using effective dates to manage their availability. See Oracle Fusion Cloud HCM: Actions and Action Reasons and Oracle Fusion Cloud HCM: Workforce Structures Overview.

QUESTION NO: 7

An organization is setting up a recurring night-shift arrangement for a group of employees. Which three statements correctly describe the work schedule setup and assignment process? (Choose three.)

A. A shift can define the daily start time, end time, and break information.

B. A work pattern can organize shifts into a recurring work arrangement.

C. A work schedule is assigned to workers through work schedule assignment.

D. A shift is assigned directly to workers through the Manage Employment task.

E. A work schedule is automatically assigned to all workers in the department when it is created.

ANSWER: A B C

Explanation:

A shift defines the detailed working time, such as start time, end time, duration, and breaks. A work pattern organizes shifts into a recurring sequence of working and nonworking periods. A work schedule uses the work pattern and becomes the object that is assigned to workers through work schedule assignment.

A shift is not directly assigned to workers in place of a work schedule. Creating a schedule does not automatically assign it to every worker in a department; an appropriate work schedule assignment is required.

QUESTION NO: 8 - (SIMULATION)

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.

Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

ANSWER: See the explanation for the answer

Explanation:

Answer: Assign the `XTECH` reference data set to `X Tech Business Unit Business Unit` for **Departments**, **Jobs**, **Locations**, and **Grades**.

Perform the assignment as follows:

1. Navigate to **My Client Groups** (or **Setup and Maintenance**) and open the **Manage Business Unit Set Assignment** task.
2. Search for and select the business unit `X Tech Business Unit Business Unit`.
3. Click **Edit**.
4. In the reference data set assignments section, set the value to `XTECH` for each of these reference data groups:
   Departments
   Jobs
   Locations

Grades
5. Click **Save and Close** (or **Save**).

Do not merely change the default set unless the page automatically uses it for these categories; the four named reference data groups must each explicitly display `XTECH` after saving.

QUESTION NO: 9

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

A. Use the Default Grade Rates that are available upon creating grades.

B. First add the grade to a grade ladder, then add the rates for each step.

C. Add the rates separately using the Manage Grade Rates task.

D. First add the rates for each step, then add the grade to a grade ladder.

E. Add the rates at the same time as when you add the grade using the Manage Grades task.

ANSWER: C E

Explanation:

Grade rates can be defined for a grade that has no steps. Oracle HCM supports rates at the grade level as well as rates based on grade steps, so a step structure is not a prerequisite for associating pay values with a grade. **Add the rates separately using the Manage Grade Rates task.** is correct because this task is designed to create and maintain grade-rate definitions, including the rate type, currency, legislative data group where applicable, and the grade or grades to which the rate applies. This lets the representative establish values such as minimum, midpoint, and maximum for an existing unstepped grade.

Add the rates at the same time as when you add the grade using the Manage Grades task. is also correct. The grade creation flow enables the user to define the grade and add its grade-rate information as part of the same setup activity. This is useful when the grade is being configured initially and its compensation ranges are already known. Both approaches result in grade-level rate associations and are appropriate for grades that do not use steps. Oracle's Global HR implementation documentation covers grade, grade ladder, and grade-rate configuration in the Implementing Global Human Resources guide and the related grade rates documentation.

QUESTION NO: 10

Which three statements are true about Person Number? (Choose three.)

A. Initial Person Number can be provided at enterprise level.

B. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.

C. Person Numbers for contacts are generated automatically.

D. Initial Person Number cannot be provided at enterprise level.

E. If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created.

ANSWER: A C E

Explanation:

"Initial Person Number can be provided at enterprise level." is correct because the enterprise-level Human Capital Management configuration controls person-number generation. When automatic generation is used, the implementation setup can specify the initial person number from which Oracle HCM begins assigning values. This supports an organization's numbering conventions while ensuring that each person is assigned a unique identifier.

"Person Numbers for contacts are generated automatically." is also correct. Oracle HCM assigns person numbers to contact records, such as dependents and emergency contacts, to maintain their unique person identities in the application. This automatic assignment applies to contacts even where the enterprise's primary person-number approach permits manual entry for worker records.

"If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created." is correct because the generation method remains configurable before any person records exist. The absence of person data means the setup can be changed without creating inconsistencies between existing manually assigned person numbers and subsequently generated values. This configuration should therefore be finalized before person creation begins. Oracle documents enterprise person-number setup and generation behavior in its Person Number Generation Methods documentation and the Implementing Global Human Resources guide.

QUESTION NO: 11

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

A. Department

B. Business Unit

C. Enterprise

D. Legal Entity

E. Division

F. Reporting Establishment

ANSWER: A

Explanation:

Department is the appropriate organization type for maintaining this operational work-structure information. In Oracle Fusion Cloud HCM, departments represent the internal organizational units to which workers, positions, and related operational data are commonly assigned. Department setup supports defining a department manager and associating departmental details used in workforce administration and reporting, including cost-center-related information where configured for the enterprise. Departments can also be enriched with organization information that supports local business requirements, such as standard working patterns and work-timing details.

This aligns with the purpose of a department in the workforce structure: it provides a practical unit for organizing work, assigning managerial responsibility, and capturing the operational attributes needed for workers and positions. During implementation, administrators use the workforce-structure setup tasks to create and maintain departments and their effective-dated information. The resulting department can then be selected in worker assignments and positions, making its organizational and financial context available throughout Core HR processes.

Oracle's HCM documentation describes departments as part of the workforce structures used to represent an enterprise's internal organization and manage departmental information. See the Oracle Fusion Cloud HCM documentation library and Oracle's Human Capital Management overview.

QUESTION NO: 12

A customer is implementing Position Management for a regulated workforce. The customer must maintain an authorized headcount for each role occurrence, identify vacant roles before hiring, and report incumbents assigned to each approved role occurrence.

Which workforce structure should be used?

A. Position

B. Job

C. Grade

D. Department

ANSWER: A

Explanation:

Position is correct because a position represents a specific occurrence of a job within an organization. Positions can support headcount, vacancy, incumbent, and position-specific organizational reporting requirements.

A job represents a general role definition that can be shared by many workers and does not represent an individual authorized role occurrence. A grade identifies a level or classification, while a department represents an organization structure rather than a staffed role.

QUESTION NO: 13

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information. Which two features can you configure through this task?

A. The way a worker's name appears on top of employee-level pages.

B. The name fields that appear in the Person Details section when you are hiring an employee.

C. The appearance of a worker's name when it appears in search results.

D. What name fields are required when completing the Person Details section when hiring or updating a worker's person details.

ANSWER: A C

Explanation:

Person Name Format configuration controls the presentation of a person's assembled name in key user-interface contexts. It enables an implementation team to define the way a worker's name appears on top of employee-level pages. This supports a consistent and locally appropriate display convention, such as ordering name components according to the organization's naming practices, wherever the employee header is shown.

The same configuration also controls the appearance of a worker's name when it appears in search results. Configuring the search display ensures that managers, HR specialists, and other users can identify workers consistently in searchable lists and results pages. These display settings are important in multinational implementations because name order and the components emphasized in a displayed name can vary by legislation or business convention.

Oracle describes person-name-format setup as configuration for displaying names, including the name format used in person search and person-level pages. See Oracle's Person Name Formats documentation and the Workforce Information setup documentation.

QUESTION NO: 14 - (SIMULATION)

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

ANSWER: See the explanation for the answer

Explanation:

Create the legal entity with the following values:

Legal Entity Name: `X Cloud vision`
Identifier: `XCLDVIS`
Legal Address: select the Michigan legal address that was created previously.
Payroll Statutory Unit: select/enable the option to make this legal entity its own Payroll Statutory Unit.
EIN/TIN: `93654213X`
Legal Reporting Unit Registration Number: `1212321X`

Simulation steps

1. Navigate to **Setup and Maintenance** and open the **Manage Legal Entity** task.
2. Click **Create**.
3. Enter `X Cloud vision` as the legal entity name and `XCLDVIS` as the identifier.
4. For **Legal Address**, search for and select the previously created Michigan address.
5. Select the option indicating that the legal entity is a **Payroll Statutory Unit** (or create the Payroll Statutory Unit for this legal entity, depending on the page label).
6. In the payroll/statutory registration details, enter `93654213X` for the **EIN or TIN**.
7. Create or edit the associated **Legal Reporting Unit** registration and enter `1212321X` as the **Legal Reporting Unit Registration Number**.
8. Save and submit/complete the legal entity configuration.

The key requirement is that `X Cloud vision` is configured as both the new legal entity and its own Payroll Statutory Unit, with the supplied tax and legal-reporting registration values.

QUESTION NO: 15

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

A. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

B. Create a new action reason and associate it with the available action type. Use it during termination.

C. Create a new action type > Create a new action > Create a new action reason and use it during termination.

D. Create a new action type > Create a new action reason and use it during termination.

E. Create a new action > Create a new reason and use it during termination.

ANSWER: A

Explanation:

Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination. This configuration provides the appropriate level of classification for recording and reporting employee-initiated departures. In Oracle Fusion Cloud HCM, an action represents the business event being processed, and it must be associated with an action type. For this scenario, the delivered Termination action type supplies the overall transaction category. A customer-defined action, such as "Voluntary Exit," can then distinguish voluntary exits from other termination events while continuing to use the standard termination process.

After creating the action, create an action reason that is associated with that action, such as "Personal Reasons" or "Career Change." The action reason captures the more specific business reason selected when the termination is entered. Using the configured action and reason consistently in termination transactions stores the necessary values in the worker's employment history. These values can subsequently be used as filters, prompts, or measures in Oracle Transactional Business Intelligence analyses to identify and count employees who left voluntarily. Oracle documents the relationship between action types, actions, and action reasons in its Actions and Action Reasons guidance and in the Implementing Global Human Resources guide.

QUESTION NO: 16

There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

A. The employment model selected should be one-tier.

B. Manual worker-number generation for a legal employer can be selected at any time.

C. There are no conditions. The worker generation method can be changed to automatic at any time.

D. The employment model selected should be three-tier.

E. No Employee or Contingent Worker work relationships should exist for that legal employer.

ANSWER: D E

Explanation:

The employment model selected should be three-tier. Oracle Fusion Cloud HCM supports a legal-employer-level override of the enterprise worker-number generation setting when the enterprise is configured with the three-tier employment model. This model preserves the relevant separation of enterprise, legal employer, and department structures needed for legal-employer-specific HCM configuration. Therefore, the implementation must use the three-tier model before an inherited enterprise worker-number method can be overridden for an individual legal employer.

No Employee or Contingent Worker work relationships should exist for that legal employer. This requirement protects the integrity and uniqueness of worker identifiers. The override must be configured before the legal employer has employee or contingent worker work relationships, ensuring that all workers subsequently created for that legal employer follow one consistently defined numbering method. It is consequently important to decide the legal-employer-specific numbering approach during foundational enterprise and legal-entity setup, before hiring workers or creating contingent-worker relationships.

Oracle documents worker-number setup as part of Global Human Resources enterprise configuration and legal-entity HCM setup. See the Oracle Fusion Cloud Human Resources documentation library and Oracle's documentation search for worker number generation.