

Oracle HCM Cloud Global Human Resources Essentials Practice Test (Sample)

Study Guide



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Questions

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- 1. Does the common set allow for sharing reference data across business units?**
 - A. Yes, it allows sharing.**
 - B. No, it prevents sharing.**
 - C. Sharing is allowed, but with restrictions.**
 - D. Only with management approval.**
- 2. Which product is required to enable single sign-on in Oracle Fusion Middleware?**
 - A. Oracle Access Manager**
 - B. Oracle Identity Management**
 - C. LDAP**
 - D. Oracle Security Management**
- 3. Which profile type templates are used in the best fit analysis for matching person and job profiles?**
 - A. Job**
 - B. Person**
 - C. Position**
 - D. Competency**
- 4. What date marks the start of the worker's first work relationship as an employee?**
 - A. 2-Jun-2006**
 - B. 1-Jan-2005**
 - C. 1-Apr-2005**
 - D. 1-Apr-2006**
- 5. Which of the following actions can be linked to predefined action types in HCM?**
 - A. Actions can only be linked to one predefined action type.**
 - B. Only user-defined actions can be created.**
 - C. User-defined actions can be created and linked to predefined action types.**
 - D. Actions must always be executed from the HR dashboard.**

- 6. What happens when you add a legal entity and designate it as a Payroll Statutory unit?**
- A. A Tax Reporting unit is created automatically.**
 - B. A Tax Reporting unit must be created manually.**
 - C. A Tax Reporting unit can only be used by one legal employer.**
 - D. Tax Reporting units cannot be related to Payroll Statutory units.**
- 7. Which of the following options indicates a requirement for a job regarding qualifications?**
- A. Job title**
 - B. Grade**
 - C. Assignment details**
 - D. Model profile**
- 8. What details will be displayed in the system as of June 5, 2011, after terminating one employee and promoting another?**
- A. The position details will display current position FTE as 1, current incumbent FTE as 0, and differential FTE as 1.**
 - B. The position details will display current position FTE as 1, current incumbent FTE as 1, and differential FTE as 0.**
 - C. The current field will be blank.**
 - D. The current incumbent field will have the new employee's details.**
- 9. Regarding actions in Human Capital Management (HCM), what is true?**
- A. Actions should always have an action reason associated.**
 - B. User defined actions can only be created by administrators.**
 - C. Only one action can be linked to an action type.**
 - D. Actions cannot be launched from organization chart page.**

- 10. As a functional consultant, what is the recommended action when upgrading to Oracle Fusion from EBS R12?**
- A. Redo the configuration for the entire setup data in Oracle fusion.**
 - B. Adopt Oracle Fusion Data Migration solution to move HR setup and transaction data.**
 - C. Propose a new data migration solution because there is no delivered solution available for upgrades.**
 - D. Adopt Oracle Fusion Data Migration to move HR, Payroll, and Benefits setup and transaction data.**

Answers

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- 1. B**
- 2. A**
- 3. A**
- 4. C**
- 5. C**
- 6. A**
- 7. D**
- 8. A**
- 9. A**
- 10. D**

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Explanations

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1. Does the common set allow for sharing reference data across business units?

- A. Yes, it allows sharing.**
- B. No, it prevents sharing.**
- C. Sharing is allowed, but with restrictions.**
- D. Only with management approval.**

The correct answer is that the common set does allow for sharing reference data across business units. In Oracle HCM Cloud, the common set refers to a centralized way of managing reference data, which includes elements such as job titles, departments, and locations. This centralized approach is designed to maintain consistency and improve efficiency across different business units within the organization. By allowing for the sharing of reference data, organizations can ensure that all business units are aligned and are working with the same set of information, which helps in streamlining operations and reporting. It also reduces redundancy and the potential for errors that can arise when each business unit manages its own separate data sets. The other options suggest limitations or restrictions that do not align with the fundamental design of the Oracle HCM Cloud, which emphasizes integrated and cohesive data management across the enterprise.

2. Which product is required to enable single sign-on in Oracle Fusion Middleware?

- A. Oracle Access Manager**
- B. Oracle Identity Management**
- C. LDAP**
- D. Oracle Security Management**

To enable single sign-on (SSO) in Oracle Fusion Middleware, Oracle Access Manager is the required product. This tool is specifically designed to facilitate secure and streamlined access to web applications by allowing users to authenticate once and gain access to multiple applications without needing to log in again for each one. Oracle Access Manager provides essential features such as identity federation, centralized authentication, and access control, which are crucial for implementing an SSO solution. It integrates with various identity stores and can work with multiple protocols to authenticate users efficiently across diverse systems in an enterprise environment. In contrast, while Oracle Identity Management is involved in managing user identities and their access privileges, it is not the primary product for enabling SSO by itself. LDAP (Lightweight Directory Access Protocol) is a protocol used for accessing and maintaining directory information services but does not provide SSO functionality directly. Oracle Security Management encompasses broader aspects of security, including securing applications and data, but again, it does not specifically target the single sign-on capability that Access Manager provides. Therefore, Oracle Access Manager is the dedicated solution required for implementing single sign-on in Oracle Fusion Middleware, making it the correct choice.

3. Which profile type templates are used in the best fit analysis for matching person and job profiles?

- A. Job**
- B. Person**
- C. Position**
- D. Competency**

The use of job profile templates in the best fit analysis is critical because these templates outline the specific requirements, responsibilities, and qualifications associated with a particular job. The primary objective of the best fit analysis is to match individuals with job roles that align with their skills, experiences, and qualifications. Job profiles serve as a benchmark against which the qualifications and attributes of potential candidates can be evaluated. By emphasizing the role-specific characteristics captured in job profile templates, organizations can more effectively identify which applicants are suitable for open positions, ensuring a better match between the candidates and the job functions they would be expected to perform. In contrast, person profiles focus on individual attributes and competencies but are used primarily to assess an individual's fit for various roles rather than defining the role itself. Position profiles could categorize roles within the organization but would not provide the specific details required for an effective matching process. Competency profiles identify individual skills and behaviors but do not directly facilitate the analysis of how well a person fits a specific job role. This makes job profile templates the most relevant choice for conducting best fit analyses in relation to job and person matching.

4. What date marks the start of the worker's first work relationship as an employee?

- A. 2-Jun-2006**
- B. 1-Jan-2005**
- C. 1-Apr-2005**
- D. 1-Apr-2006**

The date that marks the start of the worker's first work relationship as an employee is based on the context of employment history. In this scenario, selecting 1-Apr-2005 indicates that this is when the individual's employment officially began, establishing the first work relationship. This date is crucial as it typically represents the official point at which various employment-related metrics and benefits begin to apply, such as seniority, eligibility for benefits, and accrual of leave. Choosing other dates signifies different interpretations of an employee's work history. For instance, a date prior to 1-Apr-2005 would suggest the individual either had another employment relationship before that which is not the case here, while 2-Jun-2006 and 1-Apr-2006 are simply later dates that would imply a later employment start, therefore not accurately reflecting the true commencement of the first work relationship. The framework of understanding employment relationships underlines the importance of accurate start dates for various purposes, including performance evaluation and tenure calculations, making the selected date pivotal for both the employer and employee records.

5. Which of the following actions can be linked to predefined action types in HCM?

A. Actions can only be linked to one predefined action type.

B. Only user-defined actions can be created.

C. User-defined actions can be created and linked to predefined action types.

D. Actions must always be executed from the HR dashboard.

The correct answer highlights that user-defined actions can indeed be created and linked to predefined action types within Oracle HCM Cloud. This functionality allows organizations to tailor the HR processes to better fit their specific needs while still benefiting from predefined structures offered by the system. Predefined action types serve as templates or categories for common HR activities, such as hiring, terminations, promotions, etc. By allowing user-defined actions to be created, Oracle HCM empowers HR professionals to customize workflows, enhancing flexibility and efficiency in managing employee data and HR processes. This capability ensures that organizations can adapt predefined action types to align with unique business practices, encouraging innovation and responsiveness within HR operations.

6. What happens when you add a legal entity and designate it as a Payroll Statutory unit?

A. A Tax Reporting unit is created automatically.

B. A Tax Reporting unit must be created manually.

C. A Tax Reporting unit can only be used by one legal employer.

D. Tax Reporting units cannot be related to Payroll Statutory units.

When you add a legal entity and designate it as a Payroll Statutory Unit (PSU), a Tax Reporting Unit (TRU) is created automatically because of the inherent relationship between these two components within the Oracle HCM Cloud system. The Payroll Statutory Unit is a critical organizational unit that serves as the basis for payroll processing and compliance with the local labor laws related to payroll. By establishing a legal entity as a Payroll Statutory Unit, the system recognizes that this unit needs to have corresponding tax reporting capabilities to comply with tax regulations. Therefore, automating the creation of a Tax Reporting Unit ensures that the necessary adjustments for taxation can occur seamlessly alongside payroll processing. This integration simplifies administration by reducing the need for manual configuration and ensuring that payroll and tax reporting structures are closely aligned for accurate reporting and compliance. Additionally, understanding this relationship aids organizations in understanding their payroll structure and how it must adapt to fit local regulations. Overall, the automatic creation of a Tax Reporting Unit enhances efficiency and accuracy in managing payroll-related tasks, aligning processes and data flows in the system.

7. Which of the following options indicates a requirement for a job regarding qualifications?

- A. Job title**
- B. Grade**
- C. Assignment details**
- D. Model profile**

The correct choice indicates a requirement for a job regarding qualifications because a model profile is designed to encapsulate the ideal qualifications, skills, and experience necessary for a specific role. It serves as a standard against which potential candidates can be evaluated, aligning their qualifications with the expected competencies of the position. A job title identifies the name of the position but does not define the qualifications necessary to fulfill the role. Similarly, a grade typically refers to the level or category assigned to a job within the organization but lacks detail regarding specific qualifications. Assignment details might describe the responsibilities and context of the job but do not inherently specify the qualifications required. In summary, the model profile is specifically tailored to outline the essential criteria and qualifications that candidates should possess, making it the most relevant choice for indicating job qualifications.

8. What details will be displayed in the system as of June 5, 2011, after terminating one employee and promoting another?

- A. The position details will display current position FTE as 1, current incumbent FTE as 0, and differential FTE as 1.**
- B. The position details will display current position FTE as 1, current incumbent FTE as 1, and differential FTE as 0.**
- C. The current field will be blank.**
- D. The current incumbent field will have the new employee's details.**

The correct choice details how the position information is structured following the termination of one employee and the promotion of another. When an employee is terminated, their position becomes vacant, leading to a zero current incumbent Full-Time Equivalent (FTE) for that specific role. At the same time, when another employee is promoted into this position, it results in an increase in the position's current position FTE since the total number of positions remains constant. In this scenario, the current position FTE reflects the position being filled, which remains as 1 since there is still one position available, while the current incumbent FTE drops to 0 due to the termination. The promotion of a new employee into a different role results in a differential FTE of 1, indicating an increase in the number of active roles being filled during this transition. By summarizing these changes, the current position FTE shows as 1, the current incumbent FTE shows as 0 (because the prior incumbent has been terminated), and the differential FTE indicates how many positions have shifted due to the promotion process. This accurately reflects the situation as of the specified date.

9. Regarding actions in Human Capital Management (HCM), what is true?

- A. Actions should always have an action reason associated.**
- B. User defined actions can only be created by administrators.**
- C. Only one action can be linked to an action type.**
- D. Actions cannot be launched from organization chart page.**

Actions in Human Capital Management (HCM) are used to manage employee lifecycle events such as hiring, promotions, transfers, and terminations. It is essential for all actions to have an associated action reason, which provides context and justification for why the action is being taken. This requirement ensures that all personnel actions are not only documented but also supported by a logical rationale, which is important for compliance, reporting, and auditing purposes. Having an action reason also enhances data integrity within the HCM system, allowing organizations to track patterns and trends in workforce changes. This practice fosters transparent decision-making processes and helps in maintaining a clear historical record of employment actions which is advantageous when conducting performance reviews or audits. This principle ensures that every personnel decision is grounded in a predefined, documented reason, contributing to a more structured and accountable human resources operation.

10. As a functional consultant, what is the recommended action when upgrading to Oracle Fusion from EBS R12?

- A. Redo the configuration for the entire setup data in Oracle fusion.**
- B. Adopt Oracle Fusion Data Migration solution to move HR setup and transaction data.**
- C. Propose a new data migration solution because there is no delivered solution available for upgrades.**
- D. Adopt Oracle Fusion Data Migration to move HR, Payroll, and Benefits setup and transaction data.**

The recommended action when upgrading to Oracle Fusion from EBS R12 is to adopt the Oracle Fusion Data Migration solution to move HR, Payroll, and Benefits setup and transaction data. This choice is correct because the Oracle Fusion Data Migration tool is specifically designed to facilitate the migration of essential HR data, including setup configurations and transactional records, from legacy systems like EBS R12 to the Fusion environment. By utilizing this tool, organizations can ensure that their critical HR, Payroll, and Benefits data is accurately and efficiently transitioned, maintaining data integrity and minimizing disruption to business processes during the upgrade. This solution simplifies the migration process by providing predefined templates and processes tailored to Oracle Fusion, which mitigates potential risks associated with data loss or misconfiguration. The other choices do not align with best practices for a successful migration. Relying on manual configuration for the entire setup would be time-consuming and prone to errors. Suggesting the development of a new data migration solution overlooks the existence of Oracle's prepared solutions and could lead to unnecessary complexity and cost. Therefore, adopting the Oracle Fusion Data Migration solution is the most effective method for ensuring a smooth and successful transition to Oracle Fusion.