

ORACLE HCM CLOUD GLOBAL HUMAN RESOURCES ESSENTIALS PRACTICE TEST (SAMPLE) STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE

<https://oraclehcmcloudglobalhr.examzify.com>



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

SAMPLE

- 1. Which component should you define first in geography configuration?**
 - A. Geography hierarchy
 - B. Geography structure
 - C. Geography validation
 - D. Geography maintenance

- 2. What is one key feature of organizations in Oracle Fusion Applications?**
 - A. Fusion Enterprise replaced EBS Business Group as primary data partition.
 - B. Departments are not set enabled in Fusion.
 - C. Fusion Legislative Data Group replaces the EBS Business Group.
 - D. Organizations are not date tracked.

- 3. Is it possible to configure the employment model for the enterprise or legal employer?**
 - A. True
 - B. False
 - C. Only for legal employers
 - D. Only for remote employees

- 4. Which three concerns of ERP Customers are addressed by Oracle Fusion Applications?**
 - A. Managing Users and Entitlements.
 - B. Role Based Access Control.
 - C. Browser security.
 - D. Governance, risk, and compliance.

- 5. Which method should you use to assign a security profile to a new HCM data role user with view all access?**
 - A. Assign a predefined security profile to relevant functional or duty roles.
 - B. Assign a predefined security profile to relevant job or duty roles.
 - C. Assign a predefined security profile to relevant job or abstract roles.
 - D. Assign a predefined security profile to all functional roles.

- 6. Where can you access the "Compare" functionality for employees?**
- A. Workforce Structures.
 - B. Person Gallery.
 - C. Person Portrait.
 - D. All of the above.
- 7. Which statements are correct regarding action types in Fusion HCM?**
- A. Action types are seeded.
 - B. Every action type can have multiple actions within it.
 - C. An action type cannot be associated with user-defined actions.
 - D. If "Termination" is an action, "Normal Termination" is an action type.
- 8. Which roles have access to perform all the HCM setup tasks within the setup and maintenance work area? (Choose two)**
- A. Human capital management administrator, Application implementation manager
 - B. Human resource specialist, Application implementation consultant
 - C. Human capital management administrator, Application implementation consultant
 - D. Application implementation manager, Human resource specialist
- 9. Which two roles should be granted access for setting "Career Potential" as a content type?**
- A. Employee
 - B. Managers
 - C. HR Specialist
 - D. Workers
- 10. A client has multiple HR systems; what is a strategy for seamless integration?**
- A. Maintain current systems without upgrades
 - B. Implement all new systems at once
 - C. Use Oracle Fusion APIs for integration
 - D. Choose a single vendor for all applications

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which component should you define first in geography configuration?

- A. Geography hierarchy
- B. Geography structure**
- C. Geography validation
- D. Geography maintenance

Defining the geography structure first is crucial because it serves as the foundational blueprint for how geographical data will be organized within the system. The geography structure outlines the various layers and types of geographic data, such as countries, regions, and cities, that will be used in the hierarchy. Establishing this structure initially ensures that all subsequent configurations, such as hierarchy, validation, and maintenance, can reference a coherent and well-defined framework. By starting with the geography structure, you create a systematic approach that allows for easier updates and management of geographic data later on, which is essential for accurately analyzing and reporting human resources information. This step lays the groundwork for an effective and organized geographical setup within Oracle HCM Cloud, facilitating better data management and decision-making as the configuration progresses.

2. What is one key feature of organizations in Oracle Fusion Applications?

- A. Fusion Enterprise replaced EBS Business Group as primary data partition.
- B. Departments are not set enabled in Fusion.
- C. Fusion Legislative Data Group replaces the EBS Business Group.**
- D. Organizations are not date tracked.

The selection of Fusion Legislative Data Group as the correct answer is based on its role in Oracle Fusion Applications. The Fusion Legislative Data Group serves as the primary organizational structure that governs legislative and compliance requirements. This structure allows organizations to manage data based on various legislative needs, ensuring that they can comply with relevant laws and regulations across different regions. This is a significant advancement from the previous system, where the EBS Business Group functioned in a more rigid manner. The shift to the Fusion Legislative Data Group provides greater flexibility in managing diverse regulations and simplifies processes for global organizations. It allows for a more streamlined approach to manage workforce data while ensuring compliance with local laws. In contrast, the other options either misrepresent the structures in place or do not reflect the functionality emphasized in Oracle Fusion Applications. For example, while departments may still exist in various forms, the assertion that they are not set as enabled lacks accuracy in the context of how organizations are designed within the Fusion system. Similarly, the notion that organizations are not date tracked is misleading since Oracle Fusion maintains historical information linked to data changes. Overall, the acknowledgment of the Fusion Legislative Data Group's role highlights the evolution of how organizations handle legislative compliance within Oracle's latest applications.

3. Is it possible to configure the employment model for the enterprise or legal employer?

- A. True**
- B. False
- C. Only for legal employers
- D. Only for remote employees

The employment model can indeed be configured for both the enterprise and legal employer within Oracle HCM Cloud. This flexibility allows organizations to tailor their employment structures to meet specific legal and operational requirements. Configuring the employment model for the enterprise enables the organization to establish standardized employment practices across various jurisdictions or business units. Meanwhile, configuring it for legal employers ensures compliance with local laws, regulations, and operational practices that may differ from one region to another. This capability is crucial for organizations operating in multiple locations, as it allows them to adapt to various legal frameworks while maintaining consistent overall HR policies. The configuration might include defining types of employment, managing employee statuses, and setting rules or guidelines that align with both business needs and legal obligations. Some of the other options limit the scope of this capability. Implying that the employment model can only be configured for legal employers overlooks the broader operational context in which enterprises typically operate. The suggestion that configuration is restricted to remote employees does not accurately reflect the comprehensive nature of employment model configuration supported by the system.

4. Which three concerns of ERP Customers are addressed by Oracle Fusion Applications?

- A. Managing Users and Entitlements.**
- B. Role Based Access Control.
- C. Browser security.
- D. Governance, risk, and compliance.

Oracle Fusion Applications are designed to address a range of operational and strategic concerns for ERP customers, particularly those relating to user management and data security. The selection of managing users and entitlements is significant because it illustrates how Fusion Applications provide robust tools to oversee access and authorization within the system. This capability is critical for organizations that need to ensure that the right individuals have the appropriate access to sensitive information and functionalities within the ERP system. By enabling comprehensive user management, organizations can enhance their internal controls, improve security practices, and ensure compliance with regulatory requirements. Additionally, Oracle Fusion Applications emphasize the importance of user roles and entitlement management as part of a broader security framework. This aligns with the broader goal of ensuring organizational integrity and protecting data from unauthorized access, which is paramount for any modern ERP solution. In contrast, while the other factors listed are relevant to a comprehensive ERP solution, the emphasis on managing users and entitlements specifically showcases the proactive measures that Oracle takes to empower customers in the context of user access and governance, which is a paramount concern in today's digital landscape.

5. Which method should you use to assign a security profile to a new HCM data role user with view all access?

- A. Assign a predefined security profile to relevant functional or duty roles.
- B. Assign a predefined security profile to relevant job or duty roles.**
- C. Assign a predefined security profile to relevant job or abstract roles.
- D. Assign a predefined security profile to all functional roles.

To assign a security profile to a new HCM data role user with view all access, selecting the appropriate method is essential to ensure that the user can access the necessary data without restrictions. Assigning a predefined security profile to relevant job or duty roles is the correct approach because job roles represent the specific functions or tasks that a user performs within the organization, while duty roles encapsulate a set of related responsibilities. By assigning a security profile to job or duty roles, you ensure that the user inherits the appropriate access rights aligned with their position and responsibilities. This method allows for a clear and structured way to manage and configure user permissions, enabling comprehensive view access as required. Using predefined security profiles that correspond to the relevant roles ensures not only efficiency in role management but also adherence to security protocols and compliance standards within the organization. It aligns user access with the organizational hierarchy and operational requirements, leading to better data governance and security management.

6. Where can you access the "Compare" functionality for employees?

- A. Workforce Structures.
- B. Person Gallery.
- C. Person Portrait.
- D. All of the above.**

The "Compare" functionality for employees can be accessed through multiple interfaces within the Oracle HCM Cloud platform, making it versatile for different user scenarios. Each of the listed areas offers unique features that facilitate employee data comparison. In the Workforce Structures section, users can utilize the "Compare" feature to analyze various aspects of organizational hierarchies and workforce elements, which can be beneficial for understanding departmental compositions or changes in workforce distribution. In the Person Gallery, this functionality allows users to compare records across multiple employees, aiding in identifying trends, analyzing metrics, or assessing performance across a broader group of personnel. Furthermore, the Person Portrait section provides a more detailed view of individual employee profiles, where the "Compare" feature can be utilized to examine specific attributes like skills, job roles, or performance indicators against those of other employees. By having access to the "Compare" functionality in all these areas, users are empowered to make more informed decisions based on comprehensive comparisons tailored to their specific needs within the HR environment. This multifaceted accessibility enhances the overall functionality of the Oracle HCM Cloud system in managing employee data effectively.

7. Which statements are correct regarding action types in Fusion HCM?

- A. Action types are seeded.
- B. Every action type can have multiple actions within it.
- C. An action type cannot be associated with user-defined actions.
- D. If "Termination" is an action, "Normal Termination" is an action type.

The statement regarding action types being seeded in Fusion HCM is accurate because Oracle provides a set of predefined action types that are part of the standard configuration of the system. These seeded action types are essential for standardizing HR processes across various organizations, as they include common actions such as hiring, promotions, and terminations that are widely applicable in human resource management. These seeded action types help ensure consistency and compliance with organizational policies and legal regulations, and they serve as a foundation upon which organizations can build their own specific actions or processes as needed. This systematic approach benefits users by simplifying configurations and reducing the need for creating identical action types from scratch for various HR functions. In contrast, while the other statements may touch upon aspects of action types, they either misrepresent the functionality of action types within Fusion HCM or imply inaccuracies concerning the relationship between actions and types.

8. Which roles have access to perform all the HCM setup tasks within the setup and maintenance work area? (Choose two)

- A. Human capital management administrator, Application implementation manager
- B. Human resource specialist, Application implementation consultant
- C. Human capital management administrator, Application implementation consultant
- D. Application implementation manager, Human resource specialist

The roles that have access to perform all HCM setup tasks within the setup and maintenance work area are the Human Capital Management (HCM) Administrator and the Application Implementation Manager. The HCM Administrator is responsible for overseeing the entire human resources application, which includes managing configurations, security settings, and ensuring that the system is aligned with the organization's HR needs. This role necessitates access to all setup tasks to effectively manage the HCM environment. The Application Implementation Manager is tasked with leading the implementation of the HCM solution. This role also requires comprehensive access to setup tasks because it involves configuring the application according to the organization's requirements and ensuring that all aspects of HCM functionality are correctly set up for their respective users. In contrast, while the Application Implementation Consultant and Human Resource Specialist play important roles in the implementation and daily use of the system, they do not generally have the same level of access to critical setup tasks as the HCM Administrator and the Application Implementation Manager. The Implementation Consultant may assist in certain configurations but might not possess full authority to perform all setup tasks. The Human Resource Specialist typically focuses more on HR operations and functions rather than system setup responsibilities.

9. Which two roles should be granted access for setting "Career Potential" as a content type?

- A. Employee
- B. Managers**
- C. HR Specialist
- D. Workers

The correct choice is focused on the managerial role because managers play a crucial part in employee development and career pathing within an organization. Their access to set "Career Potential" as a content type enables them to evaluate and discuss the growth opportunities available to their team members. Managers typically have the necessary insight into team performance, skills, and areas for improvement, which makes their input vital for accurately assessing career potential. Granting this ability to managers supports the organization's talent management strategy, ensuring that the development of employees aligns with both individual aspirations and the overall goals of the organization. By having managers involved in defining career potential, it helps create a clear pathway for employee advancement that is aligned with their performance and organizational needs. Other roles, such as employees, HR specialists, and workers, have different responsibilities. Employees may have their own career aspirations, but they are not typically in a position to evaluate career potential for others. HR specialists might manage the system but generally do not set content types, focusing more on policy and process management. Workers, in this context, refer to employees in general but do not hold the necessary authority or perspective to determine career potentials effectively.

10. A client has multiple HR systems; what is a strategy for seamless integration?

- A. Maintain current systems without upgrades
- B. Implement all new systems at once
- C. Use Oracle Fusion APIs for integration**
- D. Choose a single vendor for all applications

Choosing to use Oracle Fusion APIs for integration is an effective strategy for a client with multiple HR systems because these application programming interfaces facilitate communication and data exchange between disparate systems. Oracle Fusion APIs are specifically designed to support interoperability, enabling seamless integration across various platforms and ensuring data consistency and integrity. This approach allows existing systems to communicate without the need for a complete overhaul or replacement, making it a cost-effective and practical choice. Implementing all new systems at once, while potentially streamlining processes, poses significant risks related to implementation challenges, user adaptation, and disruptions to operations. Maintaining current systems without upgrades can lead to a lack of compatibility and increased maintenance challenges over time. Selecting a single vendor for all applications may simplify vendor management but doesn't inherently address the integration needs of existing systems, especially if there are legacy systems that cannot be replaced easily. Using APIs, on the other hand, combines flexibility with technical capability, allowing the organization to innovate while still leveraging existing infrastructure.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://oraclehcmcloudglobalhr.examzify.com>

We wish you the very best on your exam journey. You've got this!

SAMPLE