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**Oracle Global Human Resources Cloud 2025
Implementation Professional**

QUESTION & ANSWERS

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q65-Q70):

NEW QUESTION # 65

A consultant is trying to modify an existing lookup type to add a lookup code. But, they are not able to add lookup code. What could be the possible reason?

- A. The lookup type has been defined as Read Only.
- B. The configuration level of lookup type is set as User.
- C. The configuration level of lookup type is set as System

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, lookup types are used to define lists of values (lookup codes) for fields, such as drop-down menus or selection lists. The question indicates that a consultant cannot add a lookup code to an existing lookup type, and we need to identify the reason. Lookup types have a configuration level that determines their modifiability: System, Extensible, or User.

* Option A: The lookup type has been defined as Read Only. This option is incorrect because Oracle HCM Cloud does not use a Read Only designation for lookup types. Instead, modifiability is controlled by the Configuration Level (System, Extensible, or User). A System lookup type is non-editable, an Extensible lookup type allows adding new codes but not modifying predefined ones, and a User lookup type is fully editable. The term Read Only may be confused with System lookup types, but it is not a standard term in Oracle documentation for this context, making this option invalid.

* Option B: The configuration level of lookup type is set as System. This is the correct answer. Lookup types with a System configuration level are predefined by Oracle and cannot be modified by users, including adding, editing, or deleting lookup codes. For example, a lookup type like PER_PERSON_TYPE (for person types) is set as System, preventing consultants from adding new codes to maintain system integrity. If the consultant is trying to modify such a lookup type, they will be unable to add a lookup code, as the system restricts changes. Oracle documentation confirms that System lookup types are locked for modifications, making this the most likely reason.

* Option C: The configuration level of lookup type is set as User. This option is incorrect. A lookup type with a User configuration level is fully editable, allowing users to add, edit, or delete lookup codes as needed. For instance, a custom lookup type created for department categories would typically be User level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a User configuration level does not explain the issue.

* Why this reason? The inability to add a lookup code points to a restriction on the lookup type's modifiability. The System configuration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. Neither Read Only nor User accurately describes the restriction, as Read Only is not a valid term, and User allows modifications.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Lookups: "System lookup types are predefined and can't be modified. Extensible lookup types let you add new lookup codes, but you can't modify predefined codes. User lookup types are fully editable."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Manage Lookups: "You manage lookups using the Manage Common Lookups task. The configuration level determines whether you can add or modify lookup codes."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Configuration Enhancements: "Clarifications on lookup type management and restrictions."

NEW QUESTION # 66

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date
- B. The worker needs to be added as an Employee with a future hire date
- C. The worker must have been added as an applicant in Recruiting Cloud

Answer: A

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

NEW QUESTION # 67

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. Business Unit
- B. Legal Entity
- C. Division
- D. Enterprise
- E. Reporting Establishment
- **F. Department**

Answer: F

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

Option E ("Division") is a higher-level grouping for reporting and does not capture these specific attributes.

Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Workforce Structures, section on Departments.

"Oracle Human Resources Cloud: Using Workforce Structures" - Department configuration details.

NEW QUESTION # 68

Which new field has been added to the Redwood Person Spotlight search and Quick Actions to enhance the person search functionality?

- **A. Person Number**
- B. Department
- C. Job Title

Answer: A

Explanation:

The Redwood Person Spotlight search and Quick Actions in Oracle HCM Cloud enhance user experience by improving person

search functionality. The question asks which new field has been added to these features to enhance search capabilities.

* Option A: Person Number This is the correct answer. Oracle's 24C release notes specify that the Person Number field has been added to the Redwood Person Spotlight search and Quick Actions. This allows users to search for individuals using their unique person number (e.g., EMP12345), improving precision and speed in locating employee records, especially in large organizations. The addition of Person Number enhances the search functionality by providing a direct identifier, complementing existing fields like name or email.

* Option B: Job Title This option is incorrect. While Job Title is a searchable attribute in some HCM search contexts, Oracle's 24C and 25A release notes do not indicate that it was newly added to the Redwood Person Spotlight search or Quick Actions. Job title may already be part of other search criteria, but it is not highlighted as a new enhancement for this feature.

* Option C: Department This option is incorrect. Department is a common attribute in HCM searches, but there is no mention in Oracle's recent documentation of it being added as a new field to the Redwood Person Spotlight search or Quick Actions. The focus of the enhancement is on Person Number to improve identification accuracy.

* Why this answer? The addition of Person Number to the Redwood Person Spotlight search and Quick Actions directly enhances search precision, as it is a unique identifier for each employee. This aligns with Oracle's goal of streamlining user interactions in the Redwood interface, making A the correct choice.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Experience for Person Spotlight: "Added Person Number to search fields in Person Spotlight and Quick Actions to enhance search functionality."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Person Search: "Describes search capabilities, including new fields like Person Number in Redwood interfaces."

* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

* Section: Search Enhancements: "Continued improvements to Person Spotlight with unique identifiers."

NEW QUESTION # 69

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Instance qualifier
- B. Rating model
- C. Content library
- D. Content subscriber
- E. Educational establishment

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.

Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.

Option A ("Content library") stores competency definitions, not rating instances.

Option B ("Educational establishment") is unrelated to ratings.

Option C ("Rating model") defines the scale, not the instance.

Option D ("Content subscriber") relates to content sharing, not ratings.

References:

"Oracle Global Human Resources Cloud: Implementing Talent Management Base" - Competency framework and instance qualifiers.

"Oracle Human Resources Cloud: Using Talent Management" - Competency ratings.

NEW QUESTION # 70

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