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1z0-1046-25 Ppt



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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q138-Q143):

NEW QUESTION # 138

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift. Which steps should you perform to achieve this?

- A. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- B. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.
- C. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.
- D. Create a shift, create a work pattern, and assign the work pattern through work schedule assignment.

Answer: C

Explanation:

To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:

Create a Shift: Define the shift (e.g., hours) in Manage Shifts.

Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.

Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.

Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.

Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Work Schedules section.

NEW QUESTION # 139

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. Jobs are shared by Sets and Positions are assigned to Business Units
- B. When using positions, the grades that are specified for the job become the default grades for the position
- C. Positions may be added to a specific department and location
- D. Jobs and Positions are shared by Sets

Answer: A,B,C

Explanation:

Per the "Managing Workforce Structures" guide:

Option A: True. Grades defined for a Job default to the Position when created.

Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Structures, "Jobs and Positions Configuration" section.

NEW QUESTION # 140

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Deploy a Descriptive Flexfield to capture the information.
- B. Deploy a Key Flexfield to capture the information.
- C. Define the person's area of responsibility to reflect Fitness Representative.
- D. Create a new job Fitness Representative and associate that to the person.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud allows assigning responsibilities to individuals for specific tasks or groups, such as a Fitness Representative for a fitness program. The setup should leverage existing functionality efficiently.

Option D ("Define the person's area of responsibility to reflect Fitness Representative") is correct. In Oracle HCM, "Areas of Responsibility" (AOR) can be defined via the "Manage Areas of Responsibility" task to assign specific duties (e.g., Fitness Representative) to a person for a group of workers. This is a standard feature for designating responsibilities without requiring new jobs or flexfields, as outlined in the

"Implementing Global Human Resources" guide.

Option A ("Deploy a Key Flexfield to capture the information") is incorrect. Key Flexfields (KFFs) are used for structured data (e.g., job codes), not responsibilities.

Option B ("Deploy a Descriptive Flexfield to capture the information") could work for custom attributes but is overkill when AOR is available.

Option C ("Create a new job Fitness Representative and associate that to the person") is unnecessary; a job defines a role, not a specific responsibility for a program.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Areas of Responsibility.

"Oracle Human Resources Cloud: Using Global Human Resources" - Managing responsibilities.

NEW QUESTION # 141

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- **A. Temporary Assignment**
- B. Global Temporary Assignment
- C. Global Transfer
- D. Transfer

Answer: A

Explanation:

Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.

Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.

Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.

Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.

Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same-entity, same-reporting scenario.

The correct answer is B, as per "Using Global Human Resources" on temporary assignments.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7: Employment Transactions.

NEW QUESTION # 142

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.

Which statement is correct?

- A. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.
- **B. You cannot make the "Archive After Months" field optional.**
- C. You can make the "Archive After Months" field optional.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through the Explore tab in the Journeys application. The Archive After Months field determines how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.

* Option A: You can make the "Archive After Months" field optional. This option is incorrect.

According to Oracle documentation, the Archive After Months field is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in the Explore tab.

* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field. This option is incorrect. The Purge After Months field, which determines when a journey is permanently deleted after archiving, is separate from Archive After Months. Oracle documentation specifies that Archive After Months is a required field, and its value must be set independently of Purge After Months. There is no dependency requiring the purge duration to be entered first. In fact, Purge After Months may also be mandatory, but it does not gate the entry of Archive After Months.

* Option C: You cannot make the "Archive After Months" field optional. This is the correct answer.

When creating a Journey Template via the Explore tab, the Archive After Months field is mandatory, as confirmed by Oracle's 24C documentation. This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention

policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.

* Why this answer? The mandatory nature of the Archive After Months field supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it to Purge After Months is supported, making C the only accurate statement.

References

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

* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."

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

* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."

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

* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

NEW QUESTION # 143

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