

# 1z0-1046-25問題サンプル & 1z0-1046-25学習体験談

Oracle Global Human Resources Cloud 2020 Implementation Essentials | 1Z0-1046-20

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Exam Details			
Exam Title:	Oracle Global Human Resources Cloud 2020 Implementation Essentials	Duration:	85 Minutes
Exam Number:	1Z0-1046-20	Number of Questions:	58
Exam Price:	\$559 <a href="#">More on exam pricing</a>	Passing Score:	70%
Exam Format:	Multiple Choice	Validated Against:	Exam has been validated against 200.

## Question 1

NO.1 You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. **The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.**
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. **The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.**

Answer: A D

Correct Answer: A E

## Question 2

NO.2 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.)

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# Oracle Global Human Resources Cloud 2025 Implementation Professional 認定 1z0-1046-25 試験問題 (Q155-Q160):

## 質問 # 155

Workers can personalize the following items on the News Feeds home page?

- A. Quick Action display, Springboard display, Things to Finish display, and Infolets display
- B. Quick Action display, Springboard display, Infolets display
- C. Springboard display, Things to Finish display, and Infolets display
- D. Springboard display and Infolets display

正解: A

解説:

In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub for workers to access key information and tasks. Workers have the ability to personalize this page to suit their preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global Human Resources" guide, workers can customize the following elements on the News Feed home page:

Quick Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance insights). These personalization options allow workers to tailor the layout and content visibility to enhance productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these personalization features.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Personalizing the Home Page" section.

## 質問 # 156

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- B. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).
- C. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.
- D. Five LDGs, five divisions, five legal employers, and five PSUs.

正解: B

解説:

In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.

LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.

Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.

Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.

PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).

Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.

Option B: Correct; 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.

Option D: Incorrect; 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

The correct answer is B, per "Implementing Global Human Resources" on enterprise structures.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

### 質問 # 157

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

正解: B

解説:

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.

### 質問 # 158

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- **B. The line manager can select My Portrait and click Promote under the Actions menu.**
- C. The line manager can access John's portrait and click Promote under the Actions menu.
- **D. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.**

正解: B、D

解説:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.

Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.

Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.

Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.

Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer).

Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Promotion process navigation.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Manager self-service actions.

### 質問 # 159

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent

it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have opted for an ad hoc route.
- B. The second-level approver might have executed a pushback on the request.
- C. The second-level approver might have reassigned the request.
- D. The second-level approver might have approved the request.
- E. The second-level approver might have rejected the request.

正解: A、B、C

解説:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

## 質問 # 160

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