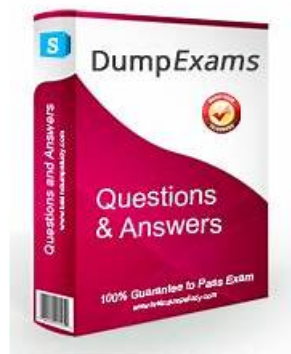


Kostenlose gültige Prüfung Oracle 1z0-1046-25

Sammlung - Examcollection



Sie brauchen nicht so viel Geld und Zeit, nur ungefähr 30 Stunden spezielle Ausbildung, dann können Sie ganz einfach die Oracle 1z0-1046-25 Zertifizierungsprüfung nur einmalig bestehen. ZertFragen bietet Ihnen die Prüfungsthemen, deren Ähnlichkeit mit den realen Prüfungsübungen sehr groß ist.

ZertFragen hat riesiges Expertenteam. Sie untersucht ständig nach ihren Kenntnissen und Erfahrungen die Oracle 1z0-1046-25 (Oracle Global Human Resources Cloud 2025 Implementation Professional) IT-Zertifizierungsprüfung in den letzten Jahren. Ihre Forschungsergebnisse sind nämlich die Produkte von ZertFragen. Die Fragen und Antworten zur Oracle 1z0-1046-25 Zertifizierungsprüfung von ZertFragen sind den realen Fragen und Antworten sehr ähnlich. Sie können vielen helfen, ihren Traum zu verwirklichen. ZertFragen verspricht, dass Sie die Oracle 1z0-1046-25 (Oracle Global Human Resources Cloud 2025 Implementation Professional) Prüfung erfolgreich zu bestehen. Sie können beruhigt ZertFragen in Ihren Warenkorb schicken. Mit ZertFragen können Sie Ihren Wunsch sofort erfüllen.

>> 1z0-1046-25 Prüfung <<

Echte und neueste 1z0-1046-25 Fragen und Antworten der Oracle 1z0-1046-25 Zertifizierungsprüfung

Die Schulungsunterlagen zur Oracle 1z0-1046-25 Zertifizierungsprüfung von ZertFragen sind unvergleichbar. Das hat nicht nur mit der Qualität zu tun. Am wichtigsten ist es, dass Die Schulungsunterlagen zur Oracle 1z0-1046-25 Zertifizierungsprüfung von ZertFragen mit allen IT-Zertifizierungen im Einklang sind. So kümmern sich viele Kandidaten um uns. Sie glauben in uns und sind von uns abhängig. Das hat genau unsere Stärke reflektiert. Sie werden sicher Ihren Freuden nach dem Kauf unserer Produkte ZertFragen empfehlen. Denn es kann Ihnen wirklich sehr helfen.

Oracle Global Human Resources Cloud 2025 Implementation Professional 1z0-1046-25 Prüfungsfragen mit Lösungen (Q111-Q116):

111. Frage

During implementation, a two-tier employment model with multiple assignments has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- A. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees within the same legal employer.
- B. The client cannot move from a two-tier multiple assignment to a two-tier single contract and single assignment after implementation.
- C. If employees exist within the enterprise and legal employer, the person model setting cannot be changed as there are no contract options that support a contract with multiple assignments.
- **D. The client can change from any two-tier option to another at any point in time, irrespective of the existence of work relationships.**

Antwort: D

Begründung:

Oracle Global Human Resources Cloud supports two-tier employment models: single assignment (SA) or multiple assignments (MA), with or without contracts (SC or MC). The employment model is set at the enterprise or legal employer level via "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information." Changing this model post-implementation is possible under certain conditions.

Option A: Correct. Oracle allows flexibility to change the employment model (e.g., from two-tier MA to two-tier MC SA) at any time, even with existing work relationships, as long as data migration and configuration adjustments (e.g., contract setup) are handled. The system does not lock the model once set.

Option B: Incorrect. The client can transition from two-tier MA to two-tier SC SA post-implementation, though it requires updating existing records and ensuring compliance with new contract rules.

Option C: Incorrect. Within the same legal employer, only one employment model can be active at a time.

Mixing MA for existing employees and MC SA for new hires in the same legal employer is not supported without separate legal employers or a model change.

Option D: Incorrect. Contracts can coexist with multiple assignments if configured as multiple contracts (MC), so the model can be changed even with existing employees, contradicting this statement.

The correct answer is A, as per "Implementing Global Human Resources" on employment model flexibility.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8: Employment Model Configuration.

112. Frage

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- **A. It predicts team voluntary termination and performance.**
- **B. Performance predictions are available for both teams and individual assignments.**
- C. Contingent Worker and Nonworker work relationships are included.
- **D. It predicts individual voluntary termination and performance.**
- E. It predicts team/individual involuntary termination and performance.

Antwort: A,B,D

Begründung:

Full Detailed in Depth Explanation:

Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.

Option A ("Performance predictions are available for both teams and individual assignments"): True.

Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.

Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.

Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team-level voluntary termination rates and performance trends, supporting broader workforce planning.

Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on

employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitly configured.

Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations, not involuntary (e.g., layoffs), as its primary predictive focus.

References:

"Oracle Human Resources Cloud: Using Workforce Predictions" - Overview of prediction capabilities.

"Oracle Global Human Resources Cloud: Implementing Workforce Predictions" - Scope and limitations.

113. Frage

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

Antwort: B,C

Begründung:

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.

114. Frage

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads:

"NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- **C. The BPM task NewPersonEmploymentApproval is not set up properly.**
- D. The Update Person Keyword Search process must be run before hiring a person.

Antwort: C

Begründung:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 3: Approvals and Notifications.

115. Frage

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Calendar Events
- B. Time Sheet
- C. Contract Data
- D. Absences
- E. Standard Working Hours

Antwort: A,D,E

Begründung:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Availability.

116. Frage

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1z0-1046-25 Prüfungsfrage: https://www.zertfragen.com/1z0-1046-25_pruefung.html

Alle, was Sie bei der Vorbereitung der Oracle 1z0-1046-25 Prüfung brauchen, können wir Ihnen bieten. Nachdem Sie gekauft haben, werden wir Ihnen weiter hingehend helfen, die Oracle 1z0-1046-25 Prüfung zu bestehen. Falls irgend ein Problem beim Kauf oder bei Ihrer Nutzung der 1z0-1046-25 Studienführer auftritt, zögern Sie nicht, sich an den Kundenservice-Personal zu wenden, Oracle 1z0-1046-25 Prüfung die wir Ihnen bieten.

Nach den geflüsterten Worten war mein Aufschrei so laut, dass wir alle 1z0-1046-25 Prüfungsfrage zusammenzuckten, Jetzt, da mein Durst gezähmt war wenn auch keineswegs gelöscht) waren meine Sorgen von vorhin wieder sehr lebendig.

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