

최신1z0-1046-25최신버전덤프샘플문제덤프공부문제



그리고 ExamPassdump 1z0-1046-25 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다:
https://drive.google.com/open?id=1_u2KnHFJWvJ6E5QVF-Hj7hRPdbCrQ3P6

IT업계에 종사하고 계신 분은 Oracle 1z0-1046-25 시험을 패스하여 자격증을 취득하려고 검색하다 저희 블로그를 보게 되시고 저희 사이트까지 방문하게 될것입니다. 방문하는 순간 Oracle 1z0-1046-25 시험에 대한 두려움이 사라질 것입니다. 완벽한 구매후 서비스까지 견비하고 있어 자격증을 취득하는데서의 믿음직스러운 동반자로 되어드릴게요.

덤프는 구체적인 업데이트 주기가 존재하지 않습니다. 하지만 저희는 수시로 Oracle 1z0-1046-25 시험문제 변경을 체크하여 Oracle 1z0-1046-25 덤프를 가장 최신버전으로 업데이트하도록 최선을 다하고 있습니다. Oracle 1z0-1046-25 덤프를 구매하면 1년간 업데이트될때마다 최신버전을 구매시 사용한 메일로 전송해드립니다.

>> 1z0-1046-25 최신버전 덤프 샘플문제 <<

높은 적중율을 자랑하는 1z0-1046-25 최신버전 덤프 샘플문제 인증시험자료

IT업계에 종사하고 계시나요? 최근 유행하는 Oracle 인증 1z0-1046-25 IT인증 시험에 도전해볼 생각은 없으신지요? IT인증 자격증 취득 의향이 있으시면 저희. ExamPassdump의 Oracle 인증 1z0-1046-25 덤프로 시험을 준비하시면 100% 시험통과 가능합니다. ExamPassdump의 Oracle 인증 1z0-1046-25 덤프는 착한 가격에 고품질을 지닌 최고, 최신의 버전입니다. ExamPassdump 덤프로 가볼가요?

최신 Oracle Global Human Resources Cloud 1z0-1046-25 무료 샘플문제 (Q138-Q143):

질문 # 138

As an HR Specialist, it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display-but it does not. What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate and the salary basis are tied to different legislative data groups.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate was not linked to the salary basis.

정답: D

설명:

In Oracle Global Human Resources Cloud, the compa-ratio (comparison ratio) measures an employee's salary against the midpoint of a grade rate range. It's displayed in the employment or salary details section when entering a base salary, provided all components are correctly aligned.

Option A: Incorrect. Grade rates and salary basis don't need to share the same legislative data group (LDG) for compa-ratio calculation; LDGs partition data but don't directly affect this display unless misconfigured at a higher level.

Option B: Incorrect. The grade itself isn't tied to an LDG; it's the grade rate that matters. This option misattributes the relationship.

Option C: Incorrect. While frequency (e.g., monthly vs. annual) must align for accurate salary calculations, compa-ratio is normalized and should still display if the grade rate and salary basis are linked, even with frequency differences (assuming conversion is handled).

Option D: Correct. The compa-ratio requires a grade rate (defining min, mid, max values) to be associated with the salary basis used in the employee's record. If the grade rate isn't linked to the salary basis (via

"Manage Salary Basis" or "Manage Grade Rates"), the system lacks the reference range to compute and display the compa-ratio.

This is a common setup oversight during implementation.

The correct answer is D, as detailed in "Using Global Human Resources" on salary management and grade rate integration.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 10:

Compensation Management; "Implementing Global Human Resources," Chapter 10: Grade Structures.

질문 # 139

Which two fields can be synchronized by Position?

- A. Location
- B. Business Unit
- C. Department
- D. Legal Employer

정답: A,C

설명:

Full Detailed in Depth Explanation:

Position Synchronization in Oracle HCM Cloud allows certain fields to automatically populate based on the position assigned to a worker. The two fields that can be synchronized are:

B: Department, as positions are often tied to specific departments, and this link can sync data.

D: Location, as positions are associated with work locations, enabling synchronization.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Position Synchronization".

질문 # 140

Geography framework in HCM Cloud is used for the following purpose:

- A. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- B. To determine the address fields that display on a page when entering an address
- C. To define all work locations for your organization

정답: A

설명:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

질문 # 141

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A. Legal Entities
- B. Divisions
- C. Reference Data Sets
- D. Departments
- E. Business Units

정답 : A,B,C,E

설명:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

Divisions (A): Organizational units for segmenting the business.

Legal Entities (C): Entities with legal standing for employment and payroll.

Business Units (D): Operational units for managing transactions.

Reference Data Sets (E): Sets for sharing data across business units.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Structure Configurator".

질문 # 142

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task.

As an implementation consultant, how do you achieve this?

- A. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.
- B. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.
- C. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.

정답 : C

설명:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

- * Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."
- * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- * Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."
- * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- * Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."
- * Oracle Support Portal, Document ID: docs.oracle.com
- * Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

질문 # 143

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ExamPassdump 의 학습가이드에는Oracle 1z0-1046-25인증시험의 예상문제, 시험문제와 답입니다. 그리고 중요한 건 시험과 매우 유사한 시험문제와 답도 제공해드립니다. ExamPassdump 을 선택하면 ExamPassdump 는 여러분을 빠른 시일내에 시험관련지식을 터득하게 할 것이고Oracle 1z0-1046-25인증시험도 고득점으로 패스하게 해드릴 것입니다.

1z0-1046-25완벽한 시험덤프공부 : https://www.exampassdump.com/1z0-1046-25_valid-braindumps.html

ExamPassdump는 여러분들한테Oracle 인증 1z0-1046-25시험을 쉽게 빨리 패스할 수 있도록 도와주는 사이트입니다, Oracle 1z0-1046-25최신버전 덤프샘플문제 IT업계에 계속 종사할 의향이 있는 분들께 있어서 국제공인 자격증 몇개를 취득하는건 반드시 해야하는 선택이 아닌가 싶습니다, 우리ExamPassdump 에서 여러분은 아주 간단히Oracle 1z0-1046-25시험을 패스할 수 있습니다, Oracle 1z0-1046-25최신버전 덤프샘플문제 하지만 문제는 어떻게 이 시험을 패스할것이나이죠, 우리 ExamPassdump사이트에서 제공되는Oracle인증 1z0-1046-25시험덤프의 일부분인 데모 즉 문제와 답을 다운받으셔서 체험해보면 우리ExamPassdump에 믿음이 갈 것입니다.

아니, 무슨 일 있는 건 아니고, 입으로 읽을 건데, ExamPassdump는 여러분들한테Oracle 인증 1z0-1046-25시험을 쉽게 빨리 패스할 수 있도록 도와주는 사이트입니다, IT업계에 계속 종사할 의향이 있는 분들께 있어서 국제공인 자격증 몇개를 취득하는건 반드시 해야하는 선택이 아닌가 싶습니다.

1z0-1046-25최신버전 덤프샘플문제 덤프

우리ExamPassdump 에서 여러분은 아주 간단히Oracle 1z0-1046-25시험을 패스할 수 있습니다, 하지만 문제는 어떻게 이 시험을 패스할것이나이죠, 우리 ExamPassdump사이트에서 제공되는Oracle인증 1z0-1046-25시험덤프의 일부분인 데모 즉 문제와 답을 다운받으셔서 체험해보면 우리ExamPassdump에 믿음이 갈 것입니다.

- 1z0-1046-25인기시험 ✓ 1z0-1046-25퍼펙트 인증공부 □ 1z0-1046-25덤프공부자료 □ 지금✓
www.koreadumps.com □✓□에서✓ 1z0-1046-25 □✓□를 검색하고 무료로 다운로드하세요1z0-1046-25최고패스자료
- 1z0-1046-25최신버전 덤프샘플문제최신버전 인증덤프자료 □ ▶ www.itdumpskr.com <을(를) 열고> 1z0-1046-25 <를 입력하고 무료 다운로드를 받으십시오1z0-1046-25최신 업데이트버전 인증덤프
- 높은 적응율을 자랑하는 1z0-1046-25최신버전 덤프샘플문제 공부자료 \ ➡ www.dumptop.com □웹사이트를 열고□ 1z0-1046-25 □를 검색하여 무료 다운로드1z0-1046-25최신 인증시험 대비자료
- 1z0-1046-25최신버전 덤프샘플문제최신버전 인증덤프자료 □ 검색만 하면⇒ www.itdumpskr.com <에서>☀ 1z0-1046-25 □☀□무료 다운로드1z0-1046-25높은 통과율 시험자료
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- 1z0-1046-25퍼펙트 최신 덤프 □ 1z0-1046-25인기시험 □ 1z0-1046-25유효한 공부자료 ♣ > www.itdumpskr.com □에서 검색만 하면□ 1z0-1046-25 □를 무료로 다운로드할 수 있습니다1z0-1046-25합격보장 가능 시험대비자료
- 1z0-1046-25유효한 인증시험덤프 □ 1z0-1046-25적응율 높은 인증시험덤프 □ 1z0-1046-25최신 인증시험 대비자료 □ ➡ www.passtip.net □을 통해 쉽게> 1z0-1046-25 □무료 다운로드 받기1z0-1046-25최신 인증시험 대비자료
- 1z0-1046-25덤프공부자료 □ 1z0-1046-25최신 인증시험 덤프데모 □ 1z0-1046-25적응율 높은 인증시험덤프 □ > www.itdumpskr.com <의 무료 다운로드 「 1z0-1046-25 」 페이지가 지금 열립니다1z0-1046-25적응율 높은 인증시험덤프
- 1z0-1046-25퍼펙트 최신 덤프 □ 1z0-1046-25최신덤프자료 □ 1z0-1046-25퍼펙트 최신 덤프 □ [www.pass4test.net]에서□ 1z0-1046-25 □를 검색하고 무료로 다운로드하세요1z0-1046-25덤프공부자료
- 높은 적응율을 자랑하는 1z0-1046-25최신버전 덤프샘플문제 공부자료 □ 무료로 다운로드하려면“

- 1z0-1046-25적중을 높은 인증시험덤프 ☐ 1z0-1046-25적중을 높은 인증시험덤프 ☐ 1z0-1046-25퍼펙트 인증 공부 ☐ 무료 다운로드를 위해 지금 > www.koreadumps.com ☐에서 ☒ 1z0-1046-25 ☐ ☒검색 1z0-1046-25시험 유효덤프

- 참고:** ExamPassdump에서 Google Drive로 공유하는 무료, 최신 1z0-1046-25 시험 문제집이 있습니다:
https://drive.google.com/open?id=1_u2KnHFJWvJ6E5QVF-Hj7hRPdbCrQ3P6