

Hilfsreiche Prüfungsunterlagen verwirklicht Ihren Wunsch nach der Zertifikat der Oracle Global Human Resources Cloud 2025 Implementation Professional



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Schulungsunterlagen zur Oracle 1z0-1046-25 Zertifizierungsprüfung von EchteFrage sind effizient, die von manchen Experten und einigen bestandenen Kandidaten bewiesen sind. Sie sind fast gleich wie die echten 1z0-1046-25 Prüfungsfragen. Sie können Ihnen dabei helfen, die 1z0-1046-25 Zertifizierungsprüfung zu bestehen. Wir werden Ihnen alle Ihren bezahlten Summe zurückgeben, entweder Sie die 1z0-1046-25 Prüfung nicht bestehen, oder die Testaufgaben von Oracle 1z0-1046-25 irgend ein Qualitätsproblem haben. Vertrauen Sie bitte auf EchteFrage, denn wir werden Ihnen stets begleiten.

Die Oracle 1z0-1046-25 Dumps von EchteFrage können Ihnen helfen, diese Prüfung sehr einfach zu bestehen. Außerdem, wenn Sie zum ersten Mal die Oracle 1z0-1046-25 Prüfung teilnehmen, können Sie diese Dumps von Software-Version benutzen, weil es ist eine Software, die für Sie die Inhalte und die Forme der aktuellen Prüfung simulieren. Sie können sich die aktuelle Prüfung zuvor fühlen. Danach können Sie sich nicht nervös fühlen bei der aktuellen Prüfung. Sie können auch sehr sorglos an dieser Oracle 1z0-1046-25 Prüfung teilnehmen. Und es ist auch wichtig für Sie, Ihr normales Niveau in der 1z0-1046-25 Prüfung zu entfalten.

>> 1z0-1046-25 Vorbereitung <<

Oracle Global Human Resources Cloud 2025 Implementation Professional cexamkiller Praxis Dumps & 1z0-1046-25 Test Training Überprüfungen

Wenn Sie sich an der Oracle 1z0-1046-25 Zertifizierungsprüfung beteiligen, wählen Sie doch EchteFrage, was Erfolg bedeutet. Viel Glück!

Oracle Global Human Resources Cloud 2025 Implementation Professional 1z0-1046-25 Prüfungsfragen mit Lösungen (Q96-Q101):

96. Frage

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- **A. Set the geography validation level to Error instead of No Validation.**
- B. Educate users to use the country-specific address format only.
- C. Create a new geography validation.
- D. Effective End Date for geography validation is end of time.

Antwort: A

Begründung:

Full Detailed in Depth Explanation:

Geography validation in Oracle HCM Cloud ensures addresses conform to country-specific formats (e.g., postal code rules). If users are entering incorrect formats despite correct configuration, the validation enforcement level needs adjustment.

Option A ("Set the geography validation level to Error instead of No Validation") is correct. Oracle allows configuration of geography validation levels in the "Manage Geographies" task: No Validation (no checks), Warning (alerts but allows saving), and Error (prevents saving invalid formats). If set to No Validation or Warning, users can bypass the country-specific format. Changing it to Error enforces compliance by rejecting incorrect entries, as detailed in the "Implementing Global Human Resources" guide.

Option B ("Educate users to use the country-specific address format only") is a workaround, not a system solution, and does not enforce compliance.

Option C ("Effective End Date for geography validation is end of time") is irrelevant, as end-dating applies to data validity, not validation enforcement.

Option D ("Create a new geography validation") is unnecessary if the existing configuration is correct; the issue lies in the enforcement level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Geographies, section on validation levels.

"Oracle Human Resources Cloud: Using Global Human Resources" - Address setup and validation.

97. Frage

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- B. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- **C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups**
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

Antwort: C

Begründung:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, approval routing policies determine how transactions (e.g., promotions, transfers) are routed for approval. These policies are configured using the "Manage Approval Transactions" task and rely on specific hierarchies and groups.

Option B ("Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups") is correct.

Oracle HCM Cloud supports the following bases for defining approval rules:

Employee Supervisor Hierarchy: Routes approvals through the employee's reporting structure.

Position Hierarchy: Uses the position hierarchy if positions are implemented.

Job Levels: Routes based on job level differences (e.g., requiring higher-level approval for significant changes).

Approval Groups: Predefined groups of approvers for specific transactions.

The "Implementing Global Human Resources" guide confirms these as the standard components. Grades and Organization Hierarchy (e.g., Department or Division) are not directly used in approval routing policies, making other options incorrect.

Option A includes "Grades" and "Organization Hierarchy," which are not standard bases.

Option C omits "Approval Groups," which is a key component.

Option D adds "Organization Hierarchy," which is not supported for approval routing.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Approvals, section on configuring approval policies.

"Oracle Human Resources Cloud: Using Approvals" - Approval routing options.

98. Frage

In HCM Cloud, you can define an employee's work time availability in several ways. In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, then Published schedules
- **B. Published schedules, Employment work week, Primary work schedule, then Standard working hours**
- C. Primary work schedule, Employment work week, Published schedules, then Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, then Standard working hours

Antwort: B

Begründung:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.

According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:

Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.

Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.

Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.

Standard working hours: These serve as the default fallback if no other schedules are defined.

The exact extract from the Oracle documentation states:

"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.

Why the other options are incorrect:

Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.

Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.

Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Managing Workforce Records, Topic: Work Schedules

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)

Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Workforce Structures

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

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

Antwort: A

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.

100. Frage

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

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

Antwort: A,C,D,E

Begründung:

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".

101. Frage

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