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Practicing for an Oracle Global Human Resources Cloud 2025 Implementation Professional (1z0-1046-25) exam is one of the best ways to ensure success. It helps students become familiar with the format of the actual 1z0-1046-25 practice test. It also helps to identify areas where more focus and attention are needed. Furthermore, it can help reduce the anxiety and stress associated with taking an Oracle Global Human Resources Cloud 2025 Implementation Professional (1z0-1046-25) exam as it allows students to gain confidence in their knowledge and skills.

Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q100-Q105):

NEW QUESTION # 100
When a parent position becomes vacant, you need the incumbents in the child positions to be assigned to a delegate position rather than the second-level parent position. To achieve this, what steps must be followed?

- A. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.
- B. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- C. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- D. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, position hierarchies define reporting structures, and the Delegate Position attribute allows redirection of reporting lines when a parent position is vacant. The synchronization process ensures these changes reflect in person assignments.

Option A: This omits the condition that the parent position must be vacant, which is critical to trigger the delegate reassignment. It's incomplete.

Option B: Using "Position Trees" is incorrect; Oracle uses the "HCM Position Hierarchy" for line manager synchronization, not generic position trees, which are not a standard synchronization mechanism in this context.

Option C: This is correct:

The parent position is vacant (trigger condition).

A Delegate Position attribute is specified (e.g., via the Manage Positions task) to redirect child position incumbents.

Line manager synchronization is based on the HCM Position Hierarchy (configured in Manage Enterprise HCM Information).

The "Synchronize Person Assignments from Position" ESS process updates assignments to reflect the delegate position.This aligns with Oracle's position management functionality.

Option D: Like B, it incorrectly references "Position Trees" instead of the HCM Position Hierarchy, making it invalid.

The correct answer isC, as detailed in "Implementing Global Human Resources" under Position Management.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 9:

Position Structures.

NEW QUESTION # 101

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. The Action associated with the checklist does not match the Action selected during the termination process.
- B. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- C. Action Type was not defined for the checklist.
- D. Action Reasons were not defined in the checklist.

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, checklists are used to manage tasks associated with specific HR processes, such as offboarding. When a checklist template is created with a category (e.g., Offboarding) and an action (e.g., Termination), it must be allocated to a worker to appear in the Manage Allocated Checklist region. The allocation does not happen automatically upon termination unless a specific process is triggered.

Option D ("The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person") is correct. Oracle HCM Cloud provides a seeded process called "Allocate Checklists," which must be scheduled or run manually to assign checklists to eligible workers based on predefined criteria (e.g., termination action). If this process is not executed after the termination, the checklist will not appear in the Manage Allocated Checklist region, even if the template is correctly configured. The documentation in

"Implementing Global Human Resources" explains that checklist allocation relies on this process to match the worker's life event (e.g., termination) with the appropriate template.

Option A ("Action Type was not defined for the checklist") is incorrect because the question states the checklist was created with an Action (Termination), implying the Action Type is defined. Action Type is a higher-level classification (e.g., Termination), and its presence is assumed here.

Option B ("The Action associated with the checklist does not match the Action selected during the termination process") could be a potential issue, but the question specifies the checklist uses the

"Termination" action, which aligns with the employee retiring (a form of termination). Without evidence of a mismatch, this is not the primary cause.

Option C ("Action Reasons were not defined in the checklist") is incorrect because Action Reasons are optional in checklist templates and not mandatory for allocation. The checklist can still be allocated based on the Action alone.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Checklists and Tasks, section on allocating checklists.

"Oracle Human Resources Cloud: Using Checklists" - Details on the Allocate Checklists process.

NEW QUESTION # 102

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A. Actions
- B. Jobs
- C. Departments
- D. Positions
- E. Grades
- F. Location

Answer: B,C,E,F

Explanation:
Full Detailed in Depth Explanation:
Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:
Jobs (A): Shared or restricted by business unit for employment consistency.
Grades (D): Linked to compensation and restricted by RDS.
Location (E): Physical work locations shared or restricted via RDS.
Departments (F): Organizational units managed via RDS for segregation.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Reference Data Sets".

NEW QUESTION # 103

Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM Information task?

- A. Person Number Generation
- B. Global Name Language
- C. Position Synchronization
- D. Employment Model
- E. Work Day Information

Answer: C,D,E

Explanation:
Full Detailed in Depth Explanation:
The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:
B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.
D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.
E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Manage HCM Information".

NEW QUESTION # 104

As an HR Specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

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

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, creating and assigning a work schedule involves a structured process to define working hours for employees. The components include shifts (specific time blocks), work patterns (sequences of shifts), and work schedules (combinations of patterns and rules), which are then assigned via work schedule assignments.
Option A: This sequence is incorrect because it places the work pattern before the shift. A work pattern relies on predefined shifts,

so the shift must be created first.

Option B: This option skips the creation of a work schedule, which is a critical step. Assigning a work pattern directly without a work schedule does not align with Oracle's process, as the work schedule is the entity assigned to employees.

Option C: This is the correct sequence:

Create a shift: Define the specific working hours (e.g., 9 AM - 5 PM).

Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 days off).

Create a work schedule: Define the overall schedule, including the pattern and any exceptions.

Assign the schedule through work schedule assignment: Link the schedule to employees via the Work Schedule Assignment task.This matches Oracle's documented process for managing work schedules.

Option D: Assigning a shift directly via the Manage Employment task is not a valid method. Work schedules (not individual shifts) are assigned to employees, making this option incorrect.

The correct answer isC, as it follows the complete and logical flow outlined in Oracle's "Using Global Human Resources" guide.

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

NEW QUESTION # 105

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