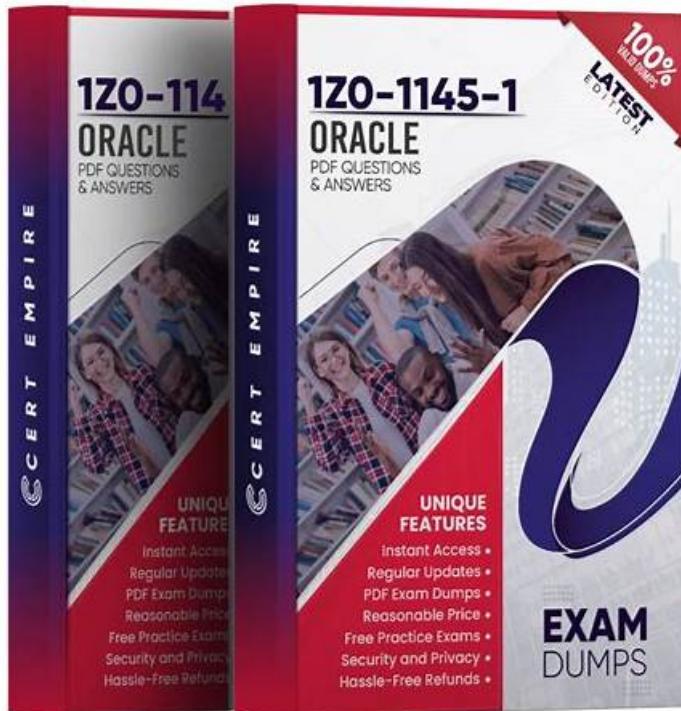# 1z0-1046-25 Demo Test | 1z0-1046-25 Valid Study Guide

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q154-Q159):

NEW QUESTION # 154
A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave.

When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.
Which transfer method should be used for the first movement of the said worker?

- A. Global Transfer
- B. Transfer
- C. Global Temporary Assignment
- D. Temporary Assignment

Answer: D

Explanation:
Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.
Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.
Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.
Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.
Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same-entity, same-reporting scenario.
The correct answer isB, as per "Using Global Human Resources" on temporary assignments.
References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:
Employment Transactions.

NEW QUESTION # 155
Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person EmploymentInformation page of the Person Spotlight Page of their direct reports?

- A. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- B. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
- C. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Answer: D

Explanation:
Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.
Option A: Correct. Line Managers can:
Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.
Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.
Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.
Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.
The correct answer isA, reflecting standard Line Manager actions in "Using Global Human Resources." References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7:
Employment Transactions.

NEW QUESTION # 156
In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Create additional Implementer User Profiles
- B. Opt in to the Offering and Product areas you will be implementing
- C. Configure your legal entities

Answer: B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation.
The first required action is toopt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, makingCthe correct answer.
Reference:Oracle HCM Cloud: Getting Started with Your Implementation, "Initial Setup Steps".

NEW QUESTION # 157

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.
- E. Create a new action type > Create a new action reason and use it during termination.

Answer: C

Explanation:
Full Detailed in Depth Explanation:
To track voluntary terminations in Oracle HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.
Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:
Use an existing Action Type (e.g., Termination).
Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons." Associate it with the Termination Action Type.
Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the "Implementing Global Human Resources" guide.
Option A omits associating the reason with an Action Type.
Option B overcomplicates by creating a new Action Type, which isn't necessary.
Option D skips creating an Action, which is required for proper tracking.
Option E reverses the logical order and assumes an unnecessary new Action.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Actions and Action Reasons setup.
"Oracle Human Resources Cloud: Using Global Human Resources" - Termination process.

NEW QUESTION # 158

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Enter Action End Date.
- B. Hide Actions.
- C. Educate users not to use such Actions.
- D. Delete Actions.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.

Option A: Educating users is not a system-enforced solution and risks accidental use.

Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.

Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.

Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less reliable than end-dating.

The correct answer is C, as per "Implementing Global Human Resources" on Action management.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6: Actions and Action Types.

NEW QUESTION # 159

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