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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q80-Q85):

NEW QUESTION # 80

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.

Which are three advantages of using Position Synchronization?

- A. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- B. If you use Position Synchronization, Manager Self Service cannot be used.
- C. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- D. The customer can configure which assignment attributes to synchronize from the position.

Answer: A,C,D

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer. Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

NEW QUESTION # 81

An employee's job title was "Recruiter" as of January 01, 2024. However, on February 01, 2024, the job title was updated to "Consultant" in the system. The latest effective-dated employment record in the system is the one from February 01, 2024. On March 01, 2024, an HR specialist tries to search for the previous employment details of this employee using Global Search. The HR specialist enters the search keyword

"Recruiter" and the Effective Date value of January 31, 2024, since the employee's job title was Recruiter on that day. The search returns no rows.

What is the reason?

- A. The process failed on March 1st, 2024, but it ran successfully the day before.
- B. The process failed on January 31, 2024 but it ran successfully the following day.
- C. The process has successfully updated the most recent effective-dated job attribute in the keyword record.

Answer: C

NEW QUESTION # 82

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

Answer: A

Explanation:

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".

NEW QUESTION # 83

Challenge 6

Manage Document Types

Scenario

The organization would like to track the certifications of all their instructors.

Task

Create a Document Type of certificate for Instructor Certifications, where:

The name of the certificate is X Instructor Certification

Approval is required

The deletion restriction is required

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a document type for tracking instructor certifications in Oracle Global Human Resources Cloud, you need to use the Manage Document Types task within the Setup and Maintenance work area. The task involves creating a document type named "X Instructor Certification" with approval required and deletion restrictions enforced. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Application Implementation Consultant role.

These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing document types. Proper access ensures you can perform the task without restrictions.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action: From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) and select Setup and Maintenance under the Tools section.

Explanation: The Setup and Maintenance work area provides access to implementation tasks organized by functional areas, making it the starting point for configuring document types.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Functional Area and Task

Action:

In the Setup and Maintenance work area, select the Document Management functional area from the Functional Area dropdown list. Alternatively, you can search across all functional areas if needed.

Search for the task Manage Document Types by typing "Manage Document Types" in the search bar or navigating to the task list under Document Management.

Click the Go to Task icon next to Manage Document Types to open the task.

Explanation: The Manage Document Types task is used to create, edit, or delete document types, which define the categories of documents (e.g., certifications) stored in the system. It is typically found under the Document Management functional area, which

focuses on document-related configurations.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Document Types.

Step 4: Create a New Document Type

Action:

On the Manage Document Types page, click the Create icon (usually a plus sign or "Create" button) to start creating a new document type.

The Create Document Type page opens, where you will enter the required details.

Explanation: The Manage Document Types page lists all existing document types, and the Create action initiates the process of defining a new document type. This page allows you to specify attributes like name, approval settings, and restrictions.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Document Types.

Step 5: Enter Document Type Details

Action: Enter the following details based on the provided scenario:

Name: Enter X Instructor Certification.

Code: Enter a unique code, such as X_INSTR_CERT (or let the system generate one if auto-generated).

Category: Select Certification from the dropdown list (if available) or choose Document of Record to align with tracking certifications.

Approval Required: Check the box or select Yes to enable Approval is required.

Deletion Restriction: Check the box or select Restricted to enable Deletion restriction is required.

Status: Set to Active to make the document type available for use.

Description (optional): Enter a description, e.g., "Document type for tracking instructor certifications." Effective Start Date: Enter the current date (e.g., 04/15/2025, based on the current date) or the date the document type should take effect.

Country: Select All or United States (depending on the organization's scope, as the scenario does not specify a country).

Explanation:

Name: The name "X Instructor Certification" identifies the document type and must match the scenario exactly for clarity and usability.

Code: A unique code is required for system identification. If not specified, Oracle may auto-generate one, but providing a meaningful code like X_INSTR_CERT improves traceability.

Category: Certifications are typically stored as Documents of Record in Oracle HCM Cloud, as they represent formal qualifications or credentials. The Certification category may be available depending on the configuration, but Document of Record is the standard choice for such documents.

Approval Required: Enabling this setting ensures that any document of this type (e.g., an instructor's certification) requires approval before being finalized in the system. This aligns with compliance and governance needs for certifications.

Deletion Restriction: Setting deletion restrictions prevents users from deleting documents of this type, protecting critical records like certifications from accidental or unauthorized removal.

Status and Effective Date: Setting the status to Active and specifying an effective start date ensures the document type is immediately usable. The current date is appropriate unless a future date is required.

Country: Since the scenario does not specify a country, selecting All ensures the document type is globally applicable, though United States could be chosen if the organization is US-based.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Document Type Attributes.

Step 6: Configure Additional Settings (Optional)

Action:

If needed, configure Security settings to restrict access to the document type (e.g., to HR specialists or instructors' managers).

Add Flexfields (if required) to capture additional attributes, such as certification expiry date or issuing authority.

Set Display Options to determine where the document type appears (e.g., in Document Records or Self-Service pages).

Explanation: While the scenario does not require these settings, Oracle allows customization of document types for enhanced functionality. For example, securing the document type ensures only authorized users can create or view certifications, and flexfields can store metadata specific to certifications. These settings depend on the organization's needs but are noted for completeness.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Document Type Security and Flexfields.

Step 7: Save the Document Type

Action:

After entering all details, click Save or Save and Close to create the document type.

If prompted, confirm the creation.

Explanation: Saving the document type stores it in the system, making it available for use in the Document Records page or other areas where certifications are tracked. The save action validates mandatory fields and ensures the document type is correctly configured.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Saving Document Types.

Step 8: Verify the Document Type Creation

Action:

Return to the Manage Document Types page.

Search for the document type by entering X Instructor Certification in the search criteria.

Confirm that the document type appears with the correct details:

Name: X Instructor Certification

Approval Required: Yes

Deletion Restriction: Restricted

Status: Active

Explanation: Verifying the document type ensures it was created correctly and is ready for use. This step confirms that the name, approval, and deletion settings match the scenario's requirements and checks for any errors during creation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Document Types.

Step 9: Test the Document Type (Optional)

Action:

Navigate to the Document Records page (via My Client Groups > Person Management > Document Records).

Create a test document for an instructor, selecting X Instructor Certification as the document type.

Verify that the approval process is triggered (if configured) and that deletion is restricted (e.g., the delete option is disabled or prompts a warning).

Explanation: Testing the document type in a real-world context confirms its functionality. This step ensures that instructors' certifications can be tracked, approvals are enforced, and deletions are restricted as intended.

While not required by the scenario, this is a best practice to validate the configuration.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Managing Document Records.

Detailed Explanation

Purpose of Document Types: In Oracle HCM Cloud, document types categorize documents stored in the Document Records area, such as certifications, passports, or contracts. Creating a document type for X Instructor Certification allows the organization to track instructors' qualifications systematically, ensuring compliance and auditability.

Approval Required: Enabling approvals ensures that certifications are reviewed before being recorded, which is critical for maintaining the integrity of instructor qualifications. Oracle uses approval rules (configured separately via BPM Worklist) to route documents to approvers, such as HR specialists or managers.

Deletion Restriction: Restricting deletion protects certification records from being removed, which is important for audit trails and compliance with organizational policies. Once restricted, only users with specific privileges (e.g., via custom roles) can delete such documents, if allowed at all.

Category Selection: The Document of Record category is typically used for certifications, as it supports attachments (e.g., PDF certificates) and metadata like issue or expiry dates. If a Certification category exists, it may be more specific, but Document of Record is the standard choice in most configurations.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Document Types page may offer an enhanced UI with features like inline validation or previews. However, the core steps remain consistent across responsive and Redwood interfaces.

Flexibility for Future Use: The document type can be extended with flexfields to capture additional details (e.g., certification level or renewal date), making it scalable for future needs.

Key Considerations

Accuracy: Ensure the document type name (X Instructor Certification) is entered exactly as specified to avoid confusion in searches or reporting.

Permissions: Verify that the user has the Manage Document Types privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant. Lack of access may require role adjustments.

Approval Configuration: Enabling Approval Required assumes that approval rules are configured in the system (via Manage Approval Rules). If not set up, you may need to coordinate with an administrator to define approvers.

Deletion Restriction: Confirm that deletion restrictions align with organizational policies. Formally, deletion restrictions may require additional security setup for privileged users if exceptions are needed.

Audit Trail: Creating a document type generates an audit record, which can be reviewed in the Audit Reports section for compliance purposes.

Global Applicability: The document type is created without a country restriction (unless specified), making it usable across the organization's global operations.

Potential Challenges and Solutions

Approval Rules Missing: If approval rules are not configured, the Approval Required setting may not function until rules are defined in BPM Worklist. Solution: Coordinate with an administrator to set up approval rules for Document Records.

Duplicate Document Type: If a document type named X Instructor Certification already exists, the system may prevent creation.

Solution: Check for existing types and use a unique name or code if needed.

Category Uncertainty: If the Certification category is unavailable, Document of Record is a safe default.

Solution: Confirm with the organization's configuration or use Document of Record.

Redwood UI Differences: The Redwood interface may alter navigation slightly (e.g., updated icons or layouts). Solution: Follow prompts for Create and ensure all fields are populated as described.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Document Types: "Describes how to create and configure document types, including name, approval, and restrictions." Section: Document Records Configuration: "Explains how document types are used to categorize documents of record." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

Section: Creating Document Types: "Steps to define a new document type with attributes like approval and deletion settings." Section: Managing Document Records: "Details on how document types are applied when creating documents." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

Section: Redwood Experience for Document Records: "Enhanced UI for document-related tasks, including improved document type management." Section: Document Records Enhancements: "Features like attachment previews and approval workflows for documents."

NEW QUESTION # 84

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. August 15, 2023 for Person and June 12, 2023 for Assignment
- B. June 12, 2023 for Person and January 1, 2023 for Assignment
- C. January 1, 2023 for Assignment and July 11, 2023 for Person
- **D. June 12, 2023 for Person and Assignment**

Answer: D

Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Management section.

NEW QUESTION # 85

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