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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q126-Q131):

NEW QUESTION # 126

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the

delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, division, establishment
- **B. Organization, position, department, geographies**
- C. Organization, job, department, geographies
- D. Organization, position, division, geographies
- E. Organization, job, division, geographies

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.

* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.

* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.

* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.

* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Workforce Structures, Topic: Trees

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

NEW QUESTION # 127

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker needs to be added as an Employee with a future hire date
- B. The worker must have been added as an applicant in Recruiting Cloud
- **C. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date**

Answer: C

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires

an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.
Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

NEW QUESTION # 128

An employee's job description is "Recruiter" as of 01-Jan-2023. This job was updated in the system to "Consultant" on 01-Feb-2023. The 01-Feb-2023 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2023, an HR specialist wants to view this employee's previous employment details and searches for them using Global Search. The HR specialist enters the search keyword "Recruiter" along with the effective date value of 31-Jan-2023 because the employee was working as a recruiter on 31-Jan-2023. The search returns no rows. What is the reason?

- A. The Update Person Search Keyword process has failed on 01-Mar-2023 but ran successfully the previous day.
- B. The Person Management page search does not support date-effective keywords.
- C. The Person Management page search does not support Job attribute keywords.
- D. The Update Person Search Keyword process has failed on 31-Jan-2023 but ran successfully the next day.
- **E. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**
- F. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

Answer: E

Explanation:

The Global Search in Oracle HCM Cloud relies on the "Update Person Search Keyword" process, which maintains a keyword index for person records. This process updates the index with the latest effective-dated attributes (e.g., job) as of the process run date, not historical data tied to specific effective dates. In this case, the employee's job changed from "Recruiter" (effective 01-Jan-2023) to "Consultant" (effective 01-Feb-2023). By 01-Mar-2023, when the HR specialist searches, the keyword index reflects the latest job ("Consultant") because the process overwrites prior values with the most recent effective-dated record. Thus, searching for "Recruiter" with an effective date of 31-Jan-2023 fails because the historical job isn't preserved in the index-only "Consultant" is searchable.

Option A is incorrect because Job attributes are supported in searches. Options B and D (process failures) lack evidence and don't explain the behavior. Option C is misleading-effective dates aren't associated in the index; they're overwritten. Option E is wrong because date-effective searches are supported, but the index limits results to current data. Option F correctly identifies that the latest job ("Consultant") replaced

"Recruiter" in the keyword record.

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

NEW QUESTION # 129

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error.

(Choose three.)

- **A. The grade has grade rates defined.**
- B. A grade cannot be deleted and can only be end-dated.
- C. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- **D. There are assignment records of one or more employees associated with this grade.**
- **E. The grade is linked to a grade ladder.**

Answer: A,D,E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, grades are part of the compensation and job structure. Deleting a grade is restricted if it's referenced elsewhere in the system.

Option A ("There are assignment records of one or more employees associated with this grade"): True. If an employee's assignment references the grade, deletion is blocked to maintain data integrity, per the "Implementing Global Human Resources" guide.

Option B ("The grade has grade rates defined"): True. Grade rates (e.g., salary ranges) linked to the grade prevent deletion until removed.

Option C ("The grade is linked to a grade ladder"): True. Grades in a grade ladder (progression structure) cannot be deleted until unlinked.

Option D ("A grade cannot be deleted and can only be made inactive by changing the status to 'Inactive')":

False. Grades can be deleted if no dependencies exist; inactivation is an alternative, not a requirement.

Option E ("A grade cannot be deleted and can only be end-dated"): False. End-dating is an option, but deletion is possible if constraints are cleared.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Grade management and dependencies.

"Oracle Human Resources Cloud: Using Workforce Structures" - Grade deletion rules.

NEW QUESTION # 130

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- B. The employee's new person number will be her previous number suffixed by -1.
- C. The employee continues with her old person number if a global sequence is used for person number.
- D. The employee has a person record with the enterprise, so she will continue with the same person number.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked. However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules).

The default behavior does not assume continuity of the same person number across legal employers after a resignation.

Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8: Employment Model Configuration.

NEW QUESTION # 131

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