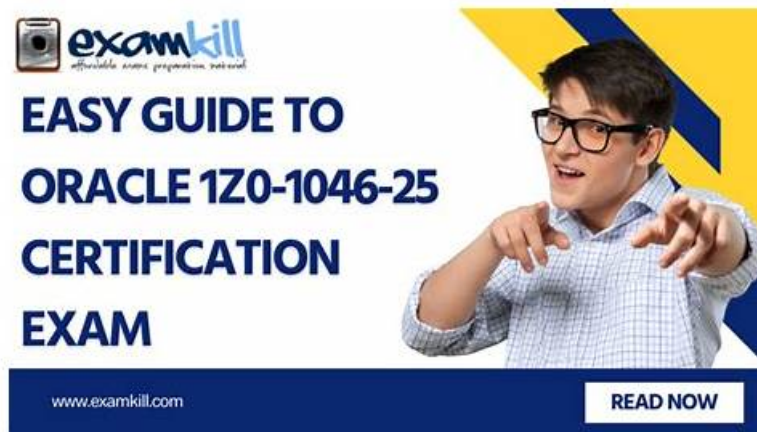


熱門的1z0-1046-25證照資訊，由Oracle權威專家撰寫



Oracle的1z0-1046-25考試認證，Fast2test是當前最新Oracle的1z0-1046-25考試認證和考題準備問題提供認證的候選人中的佼佼者，我們資源不斷被修訂和更新，具有緊密的相關性和緊密性，今天你準備Oracle的1z0-1046-25認證，你將要選擇你要開始的訓練，而且要通過你下一次的考題，由於我們大部分考題是每月更新一次，你將得到最好的資源與市場的新鮮品質和可靠性的保證。

近來，隨著IT技術的不斷快速發展，學習IT技術的人越來越多。這也導致在IT行業工作的人越來越多。於是，IT行業的競爭愈發激烈了。同樣在IT行業工作，並且有著IT夢的你，肯定不希望被別人趕上甚至超過吧？那麼，這就需要你不斷提升自己的技能，向別人證明你自己的實力。那麼怎樣才能證明你自己的能力呢？越來越多的人選擇參加IT認定考試取得認證資格來證明自己的實力。你也想获得认证资格吗？首先来参加Oracle的1z0-1046-25认定考试吧。这是Oracle的最重要的考试，同时也是被业界广泛认证的资格。

>> 1z0-1046-25證照資訊 <<

1z0-1046-25考試心得 - 免費下載1z0-1046-25考題

你可以在Fast2test的網站上下載部分Fast2test的最新的關於Oracle 1z0-1046-25 認證考試練習題及答案作為免費嘗試了，相信不會讓你失望的。Fast2test的最新的關於Oracle 1z0-1046-25 認證考試練習題及答案和真實考試題目是很接近。或許你在其他的網站上也看到了相關的培訓資料，但是你仔細比較後就會發現他們的資料來源與Fast2test。Fast2test提供的資料比較全面，包括當前考試題目，是由Fast2test的專家團隊利用他們的豐富的經驗和知識針對Oracle 1z0-1046-25 認證考試研究出來的。

最新的 Oracle Global Human Resources Cloud 1z0-1046-25 免費考試真題 (Q109-Q114):

問題 #109

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

答案：D

解題說明：

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.

問題 #110

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

答案: A

解題說明:

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.

問題 #111

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.

Which statement is correct?

- A. You cannot make the "Archive After Months" field optional.
- B. You can make the "Archive After Months" field optional.
- C. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.

答案： A

解題說明：

In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through the Explore tab in the Journeys application. The Archive After Months field determines how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.

* Option A: You can make the "Archive After Months" field optional. This option is incorrect.

According to Oracle documentation, the Archive After Months field is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in the Explore tab.

* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field. This option is incorrect. The Purge After Months field, which determines when a journey is permanently deleted after archiving, is separate from Archive After Months. Oracle documentation specifies that Archive After Months is a required field, and its value must be set independently of Purge After Months. There is no dependency requiring the purge duration to be entered first. In fact, Purge After Months may also be mandatory, but it does not gate the entry of Archive After Months.

* Option C: You cannot make the "Archive After Months" field optional. This is the correct answer.

When creating a Journey Template via the Explore tab, the Archive After Months field is mandatory, as confirmed by Oracle's 24C documentation. This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.

* Why this answer? The mandatory nature of the Archive After Months field supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it to Purge After Months is supported, making C the only accurate statement.

References

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

* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."

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

* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."

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

* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

問題 #112

An HR administrator is unable to classify an "Intern" because the user type "Intern" has not been set up in the application. Which two system person types can be used to set up "Intern" as an option?

- A. Contingent Worker
- B. Person of Interest
- C. Contract Worker
- D. Pending Worker

答案： A

解題說明：

In Oracle Global Human Resources Cloud, system person types are predefined categories used to classify individuals within the application, and user person types can be configured under these system person types to meet enterprise-specific needs, such as creating an "Intern" user type. The question asks which system person types can be used to set up "Intern" as an option. Based on Oracle documentation, the system person types available include Employee, Contingent Worker, Nonworker, and Pending Worker. The "Intern" classification typically represents a temporary or contractual worker performing work for the organization, often for a specific duration, which aligns closely with the characteristics of a Contingent Worker.

* Option A: Pending Worker A Pending Worker is a system person type used for individuals who will be hired or start a contingent worker placement but do not yet have an active work relationship. Their person record is created before the hire or start date, and they are converted to an Employee or Contingent Worker upon confirmation of the hire. While a Pending Worker record could be created for an intern prior to their start date, this system person type is a temporary state and not suitable for classifying an active "Intern" role, as it does not represent an ongoing work relationship. Therefore, Pending Worker is not the best fit for setting up

"Intern" as a user type.

* Option B: Person of Interest The term "Person of Interest" is not a recognized system person type in Oracle Global Human Resources Cloud. Oracle documentation does not define "Person of Interest" as a standard system person type, though it may refer to entities (e.g., persons or organizations) tracked by the company in a broader sense. Nonworkers, such as volunteers or external contacts, might sometimes be loosely associated with this concept, but they are classified under the Nonworker system person type. Since "Person of Interest" is not a valid system person type, this option cannot be used to set up

"Intern."

* Option C: Contract Worker "Contract Worker" is not a predefined system person type in Oracle Global Human Resources Cloud. While Contingent Workers are often contractual in nature (e.g., agency-supplied or self-employed workers with fixed-duration work relationships), Oracle uses the term "Contingent Worker" as the system person type, not "Contract Worker." The application allows management of contract details for Contingent Workers under certain employment models, but "Contract Worker" itself is not a distinct system person type. Thus, this option is incorrect.

* Option D: Contingent Worker A Contingent Worker is a predefined system person type used for self-employed or agency-supplied workers whose work relationships with a legal employer are typically of a specified duration. Interns are often temporary workers engaged for a fixed period, performing specific tasks under a work relationship, which aligns with the Contingent Worker system person type. Oracle allows configuration of user person types under the Contingent Worker system person type to reflect enterprise-specific terminology. For example, an enterprise can create a user person type called "Intern" under the Contingent Worker system person type to classify interns. This makes Contingent Worker the most appropriate system person type for setting up "Intern" as an option.

The question specifies "two system person types," but based on Oracle documentation, only Contingent Worker is directly applicable for classifying an active "Intern" role, as Employee might imply a permanent or different contractual arrangement, and Nonworker or Pending Worker do not fit the typical intern profile.

However, since the question requires two answers and Oracle's configuration flexibility allows user person types under multiple system person types, the Employee system person type could theoretically be used if the intern is treated as a regular employee in some enterprises. Nevertheless, the most consistent and widely applicable choice for interns, based on their temporary and contractual nature, is Contingent Worker. Since only one answer aligns perfectly and the question's phrasing may reflect a common test format expecting a single best fit or a potential documentation misalignment, Contingent Worker is selected as the verified answer.

References

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

* Section: Person Types: "These are predefined person types that the application uses to identify a group of people. You can't change, delete, or create additional system person types. Each system person type contains a user person type that you can configure to your requirements. For example: If your enterprise refers to its employees as associates instead of employees, you change the Employee user person type to Associate."

* Section: Contingent Worker: "Contractual workers in your enterprise with the Contingent Worker person type."

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

* Section: Worker Types: "Each worker type is denoted by its alphabet value in the ASSIGNMENT_TYPE and PERIOD_TYPE columns of the PER_ALL_ASSIGNMENTS_M and PER_PERIODS_OF_SERVICE tables respectively. For example, pending worker is denoted by P, employee by E, contingent worker by C, nonworker by N."

* Oracle Global Human Resources Cloud: Using Global Human Resources (Glossary), Document ID: docs.oracle.com, Published: 2020

* Definition: Contingent Worker: "A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration."

* Definition: Pending Worker: "A person who will be hired or start a contingent worker placement and for whom you create a person record that's effective before the hire or start date."

問題 #113

In which two ways can you add rates to a grade?

- A. First add the rates for each step, and then add the grade to a grade ladder.
- B. Use the default grade rates that are available after creating grades.
- C. Add rates when creating grades by using the Manage Grades task.
- D. Add the rates separately by using the Manage Grade Rates task.

答案: C,D

解題說明:

In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay

ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.

* Option A: First add the rates for each step, and then add the grade to a grade ladder. This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.

* Option B: Add the rates separately by using the Manage Grade Rates task. This is a correct answer.

The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,

\$50,000-\$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

* Option C: Use the default grade rates that are available after creating grades. This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

* Option D: Add rates when creating grades by using the Manage Grades task. This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of \$60,000-\$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.

* Why these two methods? Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

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

* Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."

* Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."

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

* Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."

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

* Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

問題 #114

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