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**Oracle**

**1Z0-1046-25**

**Oracle Global Human Resources Cloud 2025  
Implementation Professional**

**QUESTION & ANSWERS**

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q30-Q35):

### NEW QUESTION # 30

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Standard Working Hours
- B. Calendar Events
- C. Absences
- D. Contract Data
- E. Time Sheet

**Answer: A,B,C**

Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

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

### NEW QUESTION # 31

In HCM Cloud, you can define an employee's work time availability in several ways. In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Published schedules, Employment work week, Primary work schedule, then Standard working hours
- B. Employment work week, Published schedules, Primary work schedule, then Standard working hours
- C. Primary work schedule, Employment work week, Published schedules, then Standard working hours
- D. Standard working hours, Primary work schedule, Employment work week, then Published schedules

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.

According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:

Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.

Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.

Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.

Standard working hours: These serve as the default fallback if no other schedules are defined.

The exact extract from the Oracle documentation states:

"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.

Why the other options are incorrect:

Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.

Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.

Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Managing Workforce Records, Topic: Work Schedules

(<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

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

## NEW QUESTION # 32

Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. Option to export document records to a CSV file
- **B. Capability to preview attachments directly on the page**
- C. A function to add custom fields to document records

**Answer: B**

Explanation:

The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments, allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to attachment content.

\* Option A: Capability to preview attachments directly on the page This is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files.

This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.

\* Option B: Option to export document records to a CSV file While Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.

Since the question asks for a new feature, this option is less accurate compared to the preview capability.

\* Option C: A function to add custom fields to document records Adding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.

References

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

\* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Records pages, without having to download them to a local folder. You can preview both, reference info

attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."

\* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

\* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."

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

\* Section: Document Records: "Describes managing document records, including viewing and attaching files."

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

\* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

### NEW QUESTION # 33

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 enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.
- C. You can make the "Archive After Months" field optional.

**Answer: A**

Explanation:

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."

### NEW QUESTION # 34

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. 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. 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.
- C. 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. 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.**

### Answer: D

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 is C, 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 # 35

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