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## Quiz 2026 Authoritative 1z0-1046-25: Oracle Global Human Resources Cloud 2025 Implementation Professional Mock Exam

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### Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q73-Q78):

#### NEW QUESTION # 73

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application? (Choose two.)

- A. Action Reasons are seeded and cannot be defined by a user
- B. Actions are seeded and cannot be defined by a user
- C. Action Reasons are seeded and can be defined by a user
- D. Action Types are seeded and cannot be defined by a user

Answer: C,D

Explanation:

The Action framework in Oracle Global Human Resources Cloud governs transactions like promotions. The

"Managing Workforce Records" guide explains:

Action Reasons: Some are seeded (predefined by Oracle), but users can define additional custom Action Reasons to meet specific business needs (e.g., a new promotion reason like "Merit-Based"). This makes Option A correct.

Action Types: These are seeded (e.g., Promotion, Transfer) and cannot be user-defined, as they are core to the system's structure, making Option B correct.

Actions: While seeded Actions exist, users can create custom Actions and link them to Action Types, so Option C is incorrect.

Reference:Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions and Action Reasons" section.

#### NEW QUESTION # 74

When working through configurations in the Functional Area, Workforce Deployment within FSM, are you required to access and configure the objects in the order listed on the page?

- A. Yes
- **B. No**

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

In the Functional Setup Manager (FSM) under the Workforce Deployment functional area, Oracle HCM Cloud provides flexibility in configuration. The objects (e.g., Departments, Locations, Positions) listed on the page are not strictly required to be configured in the order they appear. While Oracle recommends a logical sequence (e.g., defining Departments before Positions), the system does not enforce this as a mandatory requirement. Implementers can adjust the order based on their implementation needs, as long as dependencies (e.g., a Position requiring a Department) are satisfied. The "Implementing Workforce Deployment" section of the Oracle documentation confirms this flexibility, stating that configuration order can vary depending on organizational requirements. Thus, the correct answer is A.

Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Workforce Deployment Setup".

#### NEW QUESTION # 75

Guided Journeys are displayed:

- A. When initiating a Quick Action
- B. In 72pt. flashing Orbit font
- C. In page or section headers
- **D. Via the employees' "Journeys" tile**

**Answer: D**

Explanation:

Guided Journeys in Oracle Global Human Resources Cloud are interactive processes designed to assist users in completing tasks or milestones. The "Using Journeys" guide specifies that Guided Journeys are primarily accessed and displayed via the "Journeys" tile on the employee's home page or navigation menu. This tile serves as the entry point for users to view and interact with assigned or available journeys, such as onboarding or career development tasks. Option A (page/section headers) relates more to Contextual Journeys, not Guided ones. Option B (72pt. flashing font) is fictional and not a feature of Oracle HCM. Option C (Quick Action) is a separate feature for initiating transactions, not specifically tied to Guided Journeys. Therefore, Option D is the correct answer.

Reference:Oracle Global Human Resources Cloud - Using Journeys, "Accessing Guided Journeys" topic.

#### NEW QUESTION # 76

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- **A. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.**
- B. Enable "Allow User Control" in Portrait Settings for all the portrait cards.
- C. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.
- D. Change the default card to "User Account Details" in Portrait Settings.

- E. Change the order of the cards by using Portrait Settings.

**Answer: A**

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, the Person Gallery page displays various cards (e.g., Employment, Personal Information, etc.) that provide quick access to worker details. To reorder these cards, including arranging them in reverse alphabetical order, the system does not provide a direct configuration option within Portrait Settings to automatically sort cards alphabetically or reverse alphabetically. Instead, reordering is achieved through personalization, which allows administrators or users with appropriate permissions to manually adjust the layout of the Person Gallery page.

Option D ("Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards") is correct because Oracle HCM Cloud supports personalization of the user interface via tools like Page Composer. In Page Composer, an administrator can access the Person Gallery page, enter personalization mode, and drag and drop the cards into the desired order, such as reverse alphabetical. This change can then be saved and applied globally or for specific roles, depending on the personalization scope. The Oracle documentation, specifically "Oracle Applications Cloud: Configuring and Extending Applications," details how Page Composer enables such UI modifications.

Option A ("Enable 'Allow Reorder' in Portrait Settings") is incorrect because there is no "Allow Reorder" setting in Portrait Settings that directly controls card ordering on the Person Gallery. Portrait Settings typically manage visibility and default card selection, not manual reordering.

Option B ("Change the order of the cards by using Portrait Settings") is misleading. While Portrait Settings allow some configuration (e.g., setting the default card), they do not provide a mechanism to reorder all cards manually or systematically in reverse alphabetical order.

Option C ("Change the default card to 'User Account Details' in Portrait Settings") only affects which card appears first by default and does not address reordering the full set of cards.

Option E ("Enable 'Allow User Control' in Portrait Settings") relates to giving users control over certain card settings, but it does not enable reordering of cards on the gallery page.

References:

"Oracle Applications Cloud: Configuring and Extending Applications" - Chapter on Page Composer for UI personalization.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on managing person gallery configuration.

## NEW QUESTION # 77

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

**Answer: A**

Explanation:

In Oracle Global Human Resources Cloud, an employee's work time availability is determined by applying a work schedule to their assignment. The application follows a specific hierarchy to select the appropriate schedule when multiple sources are available. The question asks for the order in which the system searches for an employee's schedule.

\* Hierarchy Explanation: Oracle HCM Cloud uses a predefined order to determine which schedule applies to an employee's assignment:

\* Published schedules: These are specific schedules assigned to an employee, often created and published via Oracle Time and Labor or Workforce Management. They take precedence because they are explicitly assigned and tailored to the employee.

\* Employment work week: Defined at the assignment level, this specifies the employee's typical work week (e.g., Monday-Friday, 40 hours). It is used if no published schedule exists.

\* Primary work schedule: Configured at the enterprise or legal entity level, this is a default schedule applied to employees if no assignment-specific work week is defined.

\* Standard working hours: Set at the enterprise level (via Enterprise HCM Information), these are the broadest default, used when no other schedules are defined (e.g., 9 AM-5 PM daily).

\* Option A: Standard working hours, Primary work schedule, Employment work week, then Published schedules This option is incorrect because it reverses the hierarchy. Standard working hours are the last resort, not the first, and published schedules have the highest priority, not the lowest. Oracle documentation clearly prioritizes specific assignments over defaults.

\* Option B: Employment work week, Published schedules, Primary work schedule, then Standard working hours This option is

incorrect because it places Employment work week before Published schedules. Published schedules are checked first due to their specificity, followed by the employment work week if no published schedule exists.

\* Option C: Published schedules, Employment work week, Primary work schedule, then Standard working hours This is the correct answer. Oracle HCM Cloud follows this exact order to determine an employee's schedule:

\* Published schedules are checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).

\* If none exist, the Employment work week from the assignment is used.

\* If no work week is defined, the Primary work schedule (set at a higher level, like legal entity) applies.

\* Finally, Standard working hours are used as the fallback if no other schedules are found. This hierarchy ensures the most specific and relevant schedule is applied, aligning with Oracle's design for flexibility and compliance.

\* Why this order? The order reflects Oracle's logic of prioritizing employee-specific configurations (published schedules) over assignment-level settings (employment work week), then falling back to broader defaults (primary work schedule and standard working hours). This ensures accurate availability tracking for payroll, time management, and compliance.

References

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

\* Section: Work Schedules: "The application selects schedules in this order: published schedules, employment work week, primary work schedule, standard working hours."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

\* Section: Configuring Work Schedules: "Describes the hierarchy for applying schedules to assignments."

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

\* Section: Time and Labor Enhancements: "Clarifications on schedule hierarchy for employee availability."

## NEW QUESTION # 78

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