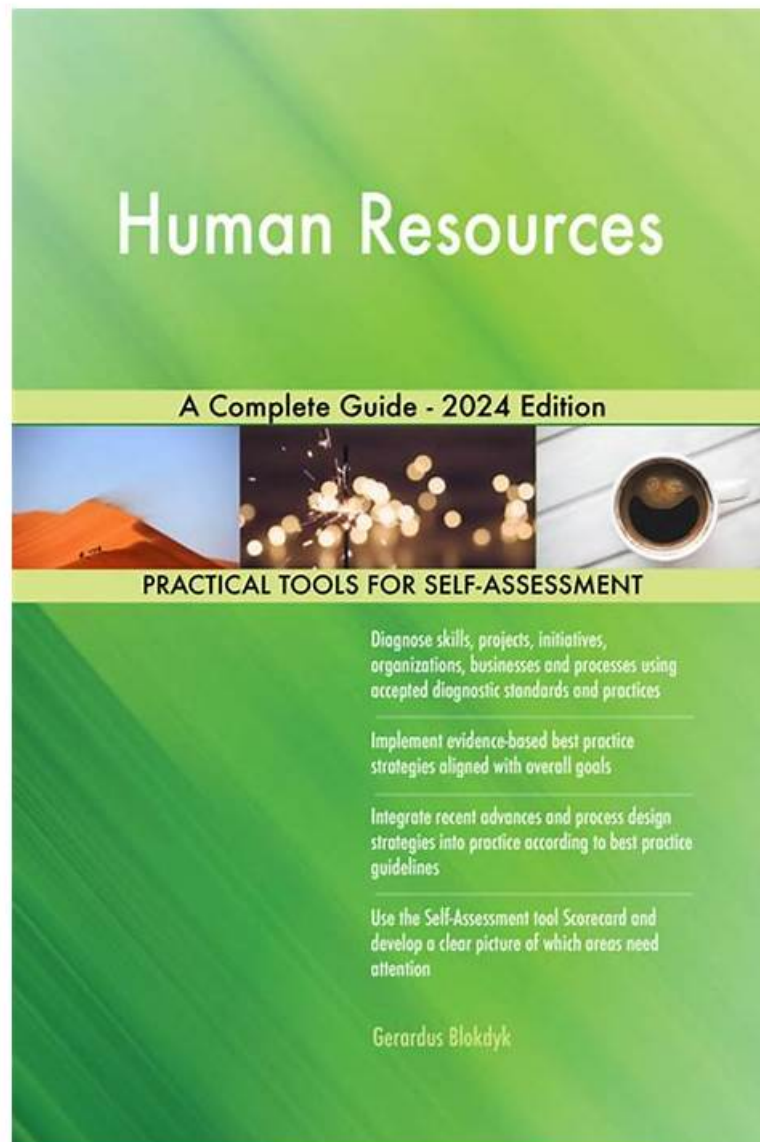# Latest 1z0-1046-25 Guide Files | Perfect Oracle Global Human Resources Cloud 2025 Implementation Professional 100% Free Reliable Test Cost

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q137-Q142):

NEW QUESTION # 137
As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Use the Configuration Package capabilities within the Configuration > Migration work area
- B. Use the Configuration Set Migration tool within the Configuration > Migration work area
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- D. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations

Answer: B

Explanation:
Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.
Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.
Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Migrating Transaction Design Studio Configurations" topic.

NEW QUESTION # 138
Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. Contingent Worker and Nonworker work relationships are included.
- B. It predicts team/individual involuntary termination and performance.
- C. Performance predictions are available for both teams and individual assignments.
- D. It predicts team voluntary termination and performance.
- E. It predicts individual voluntary termination and performance.

Answer: C,D,E

Explanation:
Full Detailed in Depth Explanation:
Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.
Option A ("Performance predictions are available for both teams and individual assignments"): True.
Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.
Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.
Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team-level voluntary termination rates and performance trends, supporting broader workforce planning.
Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitlyconfigured.
Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations,

not involuntary (e.g., layoffs), as its primary predictive focus.
References:
"Oracle Human Resources Cloud: Using Workforce Predictions" - Overview of prediction capabilities.
"Oracle Global Human Resources Cloud: Implementing Workforce Predictions" - Scope and limitations.

NEW QUESTION # 139
Guided Journeys are displayed:

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

Answer: C

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 # 140
Contextual Journeys are displayed:

- A. In page or section headers
- B. Via the employees' "Journeys" tile
- C. When initiating a Quick Action
- D. Only on Thursdays

Answer: A

Explanation:
Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.
Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.
Reference:Oracle Global Human Resources Cloud - Using Journeys, "Contextual Journeys Overview" section.

NEW QUESTION # 141
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. Action Type was not defined for the checklist.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- D. Action Reasons were not defined in the checklist.

Answer: C

Explanation:
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.

NEW QUESTION # 142

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