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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q47-Q52):

NEW QUESTION # 47

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades. Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addresses

task within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Setup User role. These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action: From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) and select Setup and Maintenance under the Tools section.

Explanation: The Setup and Maintenance work area provides access to all implementation tasks, organized by functional areas. This is the starting point for configuring legal addresses.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Functional Area and Task

Action:

In the Setup and Maintenance work area, select the Workforce Structures functional area from the Functional Area dropdown list. Search for the task Manage Legal Addresses by typing "Manage Legal Addresses" in the search bar or navigating to the task list under Workforce Structures.

Click the Go to Task icon next to Manage Legal Addresses to open the task.

Explanation: The Manage Legal Addresses task is used to create, edit, or delete addresses for legal entities.

It is located under the Workforce Structures functional area, which includes tasks related to legal entities, locations, and addresses.

Filtering by the functional area and task name ensures you access the correct configuration page.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Create a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create icon (usually a plus sign or "Create" button) to start creating a new address. The Create Legal Address page opens, where you will enter the address details.

Explanation: The Manage Legal Addresses page displays a list of existing addresses, and the Create action initiates the process of adding a new address. This page is designed to capture all required address components, including validation for country-specific formats.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

Step 5: Enter Address Details

Action: Enter the following details based on the provided scenario (900 Main St, Dearborn Heights, Wayne, Michigan 48127):
Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter Wayne (select from the dropdown if prompted, as Wayne is a county in Michigan).

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Purpose: Select Legal (or ensure the address is marked for use as a legal address, depending on the configuration).

Effective Start Date: Enter the current date or the date the address becomes effective (e.g., 04/15/2025, based on the current date). If the acquisition date is specified, use that date.

Validate Address: Click the Validate button (if available) to ensure the address is recognized by Oracle's address validation service. Explanation:

The address fields must match the format expected for the United States, including mandatory fields like Address Line 1, City, State, and Postal Code. The County field (Wayne) is optional but should be included for accuracy, as it is part of the provided address.

The Address Purpose field determines how the address is used (e.g., legal, mailing). Since the task is to create a legal address, ensure the purpose is set to Legal.

Address validation checks the address against a third-party service (if enabled) to confirm its accuracy. Oracle uses services like Loqate or internal validation rules to verify US addresses.

The Effective Start Date ensures the address is active from the specified date. Historical or future-dated addresses can be created, but for a new acquisition, the current or acquisition date is appropriate.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Address

Action:

After entering and validating the address, click Save or Save and Close to store the address.

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system that can be associated with a legal entity. The address is now available for use in other tasks, such as assigning it to a legal entity or location.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Associate the Address with a Legal Entity (Optional)

Action:

If the scenario requires linking the address to a specific legal entity (not explicitly stated but implied by "legal address for the legal entity"), navigate to the Manage Legal Entity task in the Setup and Maintenance work area.

Search for the legal entity representing the acquired company (or create a new one if it does not exist).

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Save the changes to the legal entity.

Explanation: A legal address must be associated with a legal entity to be used for reporting, compliance, or operational purposes.

The Manage Legal Entity task allows you to link the address to the entity. If the legal entity is not yet created, you may need to create it first using the Manage Legal Entity task, specifying details like the entity name and jurisdiction. Since the scenario does not provide the legal entity's name, this step is noted as optional but recommended to complete the task fully.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Step 8: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

Search for the address by entering 900 Main St or Dearborn Heights in the search criteria.

Confirm that the address appears in the list with the correct details and effective date.

Explanation: Verifying the address ensures that it was created correctly and is available for use. This step confirms the task's success and checks for any errors in data entry or validation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Detailed Explanation

Context of Legal Addresses: In Oracle HCM Cloud, a legal address is a critical component for a legal entity, used for tax reporting, compliance, and operational purposes. The address must be precise and validated to ensure it meets regulatory requirements, especially for a newly acquired company.

Address Validation: Oracle supports address validation through integration with third-party services or internal rules. For US addresses, fields like City, State, and Postal Code are cross-checked to ensure accuracy.

The provided address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) is a valid US address format, with Wayne being the county, which should be included for completeness.

Effective Dating: Legal addresses are effective-dated, meaning they can have start and end dates to reflect changes over time. For a new acquisition, the effective start date should align with the acquisition date or the current date if not specified.

Association with Legal Entity: While the scenario focuses on creating the address, Oracle's best practice requires linking it to a legal entity. This step ensures the address serves its intended purpose for the acquired company manufacturing spring hinges in Michigan.

Potential Challenges:

If address validation is enabled and the address is not recognized, you may need to manually confirm its accuracy or correct minor discrepancies.

If the legal entity does not exist, you must create it first, which requires additional details like the entity's name and jurisdiction (e.g., Michigan, USA).

User access issues could prevent task execution, requiring role adjustments by an administrator.

Key Considerations

Accuracy: Ensure all address components are entered exactly as provided to avoid validation errors.

Permissions: Verify that the user has the Manage Legal Address privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Legal Addresses page may have an enhanced UI with improved search and validation features, but the core steps remain the same.

Audit Trail: Creating a legal address generates an audit trail, which can be reviewed in the Audit Reports section if needed for compliance.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Describes how to create and manage addresses for legal entities, including validation and effective dating." Section: Legal Entity Configuration: "Explains how to associate addresses with legal entities for compliance and reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Steps to create a legal address, including mandatory fields and validation." Section: Address Validation: "Details on how Oracle validates addresses using third-party services or internal rules." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Enhanced UI for tasks like Manage Legal Addresses, improving usability and validation."

NEW QUESTION # 48

When creating a checklist task, you must assign a task performer. What values are supported?

- A. Worker, Manager, Initiator, Area of Responsibility
- B. Worker, Manager, Initiator, User, Area of Responsibility
- C. Worker, Manager, Initiator, User, HR Specialist Data Role
- D. Worker, Manager, Initiator, User, Area of Responsibility, HR Specialist Job Role

Answer: B

Explanation:

When configuring checklist tasks in Oracle Global Human Resources Cloud, a task performer must be assigned to indicate who is responsible for completing the task. The "Using Global Human Resources" guide under "Checklists" specifies the supported performer types as: Worker (the individual the checklist pertains to), Manager (the worker's line manager), Initiator (the person who triggered the checklist), User (a specific named user), and Area of Responsibility (a group defined by responsibility criteria, such as HR representatives). Option A lists all five supported values accurately. Option B adds "HR Specialist Job Role," which is not a directly supported performer type for checklists (job roles are used in security, not task assignment). Option C omits "User," and Option D incorrectly includes "HR Specialist Data Role" instead of "Area of Responsibility." Thus, A is the correct answer.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Configuring Checklist Tasks" topic.

NEW QUESTION # 49

You are configuring your customer's requirements for the Promote transaction.

Which Approval types are supported during the configuration?

- A. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- C. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- D. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve

Answer: B

Explanation:

When configuring approval rules for the "Promote" transaction in Oracle Global Human Resources Cloud, the supported Approval Types are defined in the "Securing HCM" guide under "Approval Management." The correct types are: Application Role (e.g., HR Specialist), Approval Groups (predefined groups), Management Hierarchy (supervisory levels), Position Hierarchy (position-based levels), Representative (a delegate), Self Auto Approve (automatic approval for the initiator), and User (specific individual). Option B lists all these accurately. Option A includes "Data Role," which is a security concept, not an approval type. Option C uses "Parent Position" (not a standard term), and Option D includes "Enterprise Role" (not applicable here). Thus, Option B is correct.

Reference: Oracle Global Human Resources Cloud - Securing HCM, "Configuring Approval Rules" topic.

NEW QUESTION # 50

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. Oracle applications contain certain predefined system lookups that are locked for editing.
- B. The system administrator must enable the lookup before it is modified in the work area.
- C. You can access the task for profile options from the Setup and Maintenance menu.
- D. You can create new lookup types but cannot modify the existing ones.

- E. You cannot add new lookup codes and meanings to the existing lookup types.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or "Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 5: Lookups and Value Sets.

NEW QUESTION # 51

Geography framework in HCM Cloud is used for the following purpose:

- A. To define all work locations for your organization
- B. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- C. To determine the address fields that display on a page when entering an address

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making B the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

NEW QUESTION # 52

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