

# 1z0-1046-25시험대비덤프샘플다운완벽한시험덤프데모 문제다운로드



참고: ITDumpsKR에서 Google Drive로 공유하는 무료 2026 Oracle 1z0-1046-25 시험 문제집이 있습니다:  
[https://drive.google.com/open?id=1Ugu5\\_mAZOWg6dULfFUyNTGR1\\_P6xuXYP](https://drive.google.com/open?id=1Ugu5_mAZOWg6dULfFUyNTGR1_P6xuXYP)

최근 IT 업종에 종사하는 분들이 점점 늘어가는 추세하에 경쟁이 점점 치열해지고 있습니다. IT인증시험은 국제에서 인정받는 효력있는 자격증을 취득하는 과정으로서 널리 알려져 있습니다. ITDumpsKR의 Oracle인증 1z0-1046-25 덤프는 IT인증시험의 한 과목인 Oracle인증 1z0-1046-25 시험에 대비하여 만들어진 시험전 공부자료인데 높은 시험 적응율과 친근한 가격으로 많은 사랑을 받고 있습니다.

ITDumpsKR는 많은 IT인사들이 Oracle인증 시험에 참가하고 완벽한 1z0-1046-25 인증 시험 자료로 응시하여 안전하게 Oracle 1z0-1046-25 인증 시험 자격증 취득하게 하는 사이트입니다. Pass4Tes의 자료들은 모두 우리의 전문가들이 연구와 노력 하에 만들어진 것이며 그들은 자기만의 지식과 몇 년간의 연구 경험으로 완벽하게 만들었습니다. 우리 덤프들은 품질은 보장하며 갱신 또한 아주 빠릅니다. 우리의 덤프는 모두 실제 시험과 유사하거나 혹은 같은 문제들을 약속합니다. ITDumpsKR는 100% 한번에 꼭 고난의도인 Oracle인증 1z0-1046-25 시험을 패스하여 여러분의 사업에 많은 도움을 드리겠습니다.

>> 1z0-1046-25 시험 대비 덤프 샘플 다운 <<

## 1z0-1046-25 퍼펙트 공부 & 1z0-1046-25 퍼펙트 인증 공부 자료

ITDumpsKR Oracle 1z0-1046-25 덤프의 질문들과 답변들은 100%의 지식 요점과 적어도 98%의 Oracle 1z0-1046-25 시험 문제들을 커버하는 수년 동안 가장 최근의 Oracle 1z0-1046-25 시험 요점들을 컨설팅 해 온 시니어 프로 IT 전문가들의 그룹에 의해 구축 됩니다. Oracle 1z0-1046-25 시험 적응율을 높은 덤프로 시험 패스하세요.

## 최신 Oracle Global Human Resources Cloud 1z0-1046-25 무료 샘플 문제 (Q156-Q161):

### 질문 # 156

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 create new lookup types but cannot modify the existing ones.
- D. You can access the task for profile options from the Setup and Maintenance menu.
- E. You cannot add new lookup codes and meanings to the existing lookup types.

정답: A

### 설명:

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.

### 질문 # 157

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Enterprise Structure
- B. Define Enterprise
- C. Define Currency
- D. Define Reference Data Sharing

정답: A,B,D

설명:

Full Detailed in Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

Define Enterprise (B): Establishes the top-level enterprise entity.

Define Reference Data Sharing (C): Sets up data sharing rules across business units.

Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Enterprise Business Process Model".

### 질문 # 158

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Every Action Type can have multiple actions within it.
- B. If Termination is an action, Normal Termination is an Action Type.
- C. Additional Action Types can be created.
- D. An Action Type cannot be associated with user-defined actions.
- E. Action Types are seeded.

정답: A,E

설명:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

### 질문 # 159

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- B. The employee's new person number will be her previous number suffixed by -1.
- C. The employee has a person record with the enterprise, so she will continue with the same person number.
- D. The employee continues with her old person number if a global sequence is used for person number.

정답: A

#### 설명:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked. However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules).

The default behavior does not assume continuity of the same person number across legal employers after a resignation.

Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 8:

Employment Model Configuration.

### 질문 # 160

Challenge 3

Manage Reference Data Sets

Scenario

You require a reference set that will be used for associating different groups of departments, jobs, locations, and grades for the newly acquired company.

Task

Create a Set ID that will be used for the technology group, where:

The Code is XTECH

The Set Name is X Tech

**정답 :**

**설명:**

See the solution in Explanation below.

Explanation:

This task requires creating a reference data set in Oracle Global Human Resources Cloud to associate departments, jobs, locations, and grades for a newly acquired company's technology group. The reference data set must have a Code of XTECH and a Set Name of X Tech. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

\* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

\* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing reference data sets. The user must have permissions to access the Workforce Structures or Reference Data Sets functional area and the Manage Reference Data Sets task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Reference Data Set duty role).

\* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Reference Data Sets task is restricted to authorized users.

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) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Reference Data Sets task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both Redwood and responsive interfaces.

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

Step 3: Select the Appropriate Functional Area and Locate the Task

Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures. Alternatively, select Reference Data Sets if available, or use All Tasks to broaden the search.

In the task list, locate Manage Reference Data Sets by scrolling or using the search bar (type "Manage Reference Data Sets").

Click the Go to Task icon (typically a play button or arrow) next to Manage Reference Data Sets to open the task.

Explanation: The Manage Reference Data Sets task is typically found under the Workforce Structures or Reference Data Sets functional area, as it relates to configuring data sets for jobs, departments, locations, and grades. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Reference Data Sets under Workforce Structures or as a standalone task in Setup and Maintenance, accessible in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Reference Data Sets.

Step 4: Initiate Creation of a New Reference Data Set

Action:

On the Manage Reference Data Sets page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).

This opens the Create Reference Data Set page for entering the set details.

Explanation: The Manage Reference Data Sets page displays a searchable list of existing data sets. The Create action starts the process of adding a new reference data set, opening a form where the code and name can be specified.

Verification: Oracle's UI for managing reference data sets includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Reference Data Sets.

Step 5: Enter the Reference Data Set Details

Action: On the Create Reference Data Set page, enter the following details as provided in the scenario:

Set Code: Enter XTECH.

Set Name: Enter X Tech.

Description (optional): Enter a description, e.g., "Reference data set for X Cloud Vision technology group".

Module: Select HCM Common or Workforce Structures (if prompted; typically defaults to HCM Common for cross-module sets).

Effective Start Date: Enter 04/15/2025 (current date, unless a specific date is required for the technology group).

Status: Ensure Active is selected (default setting).

Explanation:

Set Code: XTECH is a unique identifier for the reference data set, used by the system to associate it with departments, jobs, locations, and grades. It must match the scenario exactly.

Set Name: X Tech is the user-friendly name displayed in the UI, also matching the scenario.

Description: While optional, a description clarifies the set's purpose, especially for future reference (e.g., linking to the technology group).

Module: Reference data sets for HCM are typically under HCM Common, as they apply across workforce structures like jobs and departments. If prompted, this ensures broad applicability.

Effective Start Date: Oracle uses effective dating for reference data sets to track validity. The current date (04/15/2025) is appropriate unless otherwise specified.

Status: Active ensures the set is immediately usable for associating workforce structure components.

Verification: Oracle documentation specifies mandatory fields (Set Code, Set Name) and optional fields (Description, Module) for reference data sets. The provided details align with standard configurations for HCM data sets.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Reference Data Set Fields.

Step 6: Save the Reference Data Set

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the reference data set.

Explanation: Saving creates the reference data set in the system, making it available for associating with departments, jobs, locations, and grades. The Save and Close button finalizes the task, while Save allows additional configurations if needed. Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for reference data set creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Reference Data Sets.

Step 7: Verify the Reference Data Set Creation

Action:

Return to the Manage Reference Data Sets page.

In the search criteria, enter XTECH or X Tech and click Search.

Confirm that the new reference data set appears with the details:

Set Code: XTECH

Set Name: X Tech

Status: Active

Effective Start Date: 04/15/2025

Description (if entered): Reference data set for X Cloud Vision technology group  
Explanation: Verification ensures the reference data set was created correctly and is ready for use in associating workforce structures. Searching by code or name confirms the record's accuracy and checks for errors in data entry.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Reference Data Sets page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Reference Data Sets.

Step 8: Prepare for Association with Workforce Structures (Optional)

Action:

Note that the XTECH reference data set can now be used in tasks like Manage Departments, Manage Jobs, Manage Locations, and Manage Grades to assign the set to relevant records.

For example, when creating a department for the technology group, select XTECH in the Reference Data Set field to link it to this set.

Explanation: The scenario specifies that the reference data set is for associating departments, jobs, locations, and grades. While the task is to create the set, this step highlights its purpose. Associating the set occurs in separate tasks (not required here), but the XTECH set is now available for those configurations. This ensures the technology group's workforce structures are grouped logically.

Verification: Oracle documentation confirms that reference data sets are used to partition data across workforce structures, and the created set will appear in relevant setup tasks.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Using Reference Data Sets.

Detailed Explanation

Purpose of Reference Data Sets: Reference data sets partition data (e.g., departments, jobs, locations, grades) to manage scope and access across business units or organizations. The XTECH set isolates the technology group's workforce structures for the newly acquired company, ensuring data separation and reporting accuracy.

Set Code and Name: The Set Code (XTECH) is a system identifier, while the Set Name (X Tech) is user-facing. Both must be unique to avoid conflicts with other sets (e.g., COMMON or ENTERPRISE).

Scope of Use: The set will be referenced in tasks like Manage Jobs or Manage Departments to assign specific records to the technology group, supporting the acquired company's organizational structure.

Redwood Interface: In the Redwood interface (24C and later), the Manage Reference Data Sets page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the set is active for use, supporting future changes if the technology group's scope evolves.

Data Sharing: The set enables sharing or isolation of data, depending on configuration, which is critical for the acquired company's integration.

#### Key Considerations

Accuracy: The Set Code (XTECH) and Set Name (X Tech) must be entered exactly as specified to ensure system recognition and user clarity.

Uniqueness: The Set Code must not already exist. If XTECH is taken, an error occurs, requiring a unique code.

Module Selection: HCM Common is typically used for cross-structure sets, ensuring the set applies to departments, jobs, locations, and grades. If incorrectly set, it may limit usability.

Security: Only users with the Manage Reference Data Set privilege can perform this task. Role mismatches require administrative intervention.

Future Use: The set is ready for associating workforce structures but requires separate tasks to link specific records (e.g., a "Tech Department" to XTECH).

#### Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Reference Data Set privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Duplicate Set Code: If XTECH already exists, the system prevents saving. Solution: Search for XTECH first; if it exists, coordinate with the implementation team to resolve conflicts or use a different code.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create ) or layouts. Solution: Follow field prompts and ensure Set Code and Set Name are completed.

Incorrect Module: If the wrong module is selected, the set may not appear in workforce structure tasks.

Solution: Use HCM Common unless specific restrictions apply.

Search Failure: If the set does not appear after creation, validation may have failed silently. Solution: Re- check all fields and resave, or contact Oracle Support.

#### References

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

oracle.com, Published: 2023-12-12

Section: Manage Reference Data Sets: "Steps to create reference data sets, including code, name, and module." Section: Reference Data Sets in Workforce Structures: "Explains how sets associate jobs, departments, and other structures." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Reference Data Sets: "Details on configuring sets for data partitioning." Section: Workforce Structures: "Use of reference data sets in jobs, departments, locations, and grades." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Improved UI for reference data set management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Enhanced support for reference data sets in organizational setups."

## 질문 # 161

.....

Oracle인증 1z0-1046-25시험을 등록했는데 마땅한 공부자료가 없어 고민중이시라면ITDumpsKR의Oracle인증 1z0-1046-25덤프를 추천해드립니다. ITDumpsKR의Oracle인증 1z0-1046-25덤프는 거의 모든 시험문제를 커버하고 있어 시험패스율이 100%입니다. ITDumpsKR제품을 선택하시면 어려운 시험공부도 한결 가벼워집니다.

**1z0-1046-25퍼펙트 공부** : <https://www.itdumpskr.com/1z0-1046-25-exam.html>

Oracle 1z0-1046-25시험대비 덤프샘플 다운 이렇게 착한 가격에 이정도 품질의 덤프자료는 찾기 힘들것입니다, 1z0-1046-25덤프를 구매하시면 이제 그런 고민은 끝입니다, 저희 Oracle 1z0-1046-25덤프는 실제 시험문제의 모든 범위를 커버하고 있어 Oracle 1z0-1046-25덤프의 문제만 이해하고 기억하신다면 제일 빠른 시일내에 시험패스할수 있습니다, 문항수가 적고 적응율이 높은 세련된Oracle인증 1z0-1046-25시험준비 공부자료는ITDumpsKR제품이 최고입니다, ITDumpsKR의 Oracle 1z0-1046-25덤프를 구매하기전 우선 pdf버전 덤프샘플을 다운받아 덤프문제를 공부해보시면ITDumpsKR덤프품질에 신뢰가 느껴질것입니다, ITDumpsKR의 Oracle 1z0-1046-25덤프는 IT업계에 오랜 시간동안 종사한 전문가들의 끊임없는 노력과 지금까지의 노하우로 만들어낸Oracle 1z0-1046-25시험대비 알맞춤 자료입니다.

수요일 저녁이면 꼭 오는 곳이기도 한데 늘 재필이랑 왔던 곳이니까, 잔인한 말들을 아1z0-1046-25무얼지 않게 내

