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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q51-Q56):

NEW QUESTION # 51

Workers can personalize the following items on the News Feeds home page?

- A. Springboard display, Things to Finish display, and Infolets display
- **B. Quick Action display, Springboard display, Things to Finish display, and Infolets display**
- C. Springboard display and Infolets display
- D. Quick Action display, Springboard display, Infolets display

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub for workers to access key information and tasks. Workers have the ability to personalize this page to suit their preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global Human Resources" guide, workers can customize the following elements on the News Feed home page:

Quick Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance insights). These personalization options allow workers to tailor the layout and content visibility to enhance productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these personalization features.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Personalizing the Home Page" section.

NEW QUESTION # 52

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Worker Number at the Enterprise Level is set to Manual.
- **B. Person Number at the Enterprise Level is set to Automatic after final save.**
- C. Person Number at the Enterprise Level is set to Automatic before submission.
- D. Person Number at the Enterprise Level is set to Manual.

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, the Person Number generation method is configured via "Manage Enterprise HCM Information." Options include Manual, Automatic before submission, or Automatic after final save. The behavior described—showing "Generated Automatically" with no number on the Review page—indicates the number is assigned post-submission.

Option A: "Automatic before submission" generates the person number immediately upon initiating the hire process, visible before review. This doesn't match the scenario.

Option B: "Worker Number" is distinct from Person Number and irrelevant here. Manual setting would require user input, not "Generated Automatically." Option C: Correct. "Automatic after final save" delays person number generation until the transaction is fully submitted and saved, explaining why it's not visible on the Review page but marked as automatic.

Option D: Manual requires the user to enter a number, contradicting the "Generated Automatically" indication.

The correct answer is C, as detailed in "Implementing Global Human Resources" under Person Number setup.

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

Person Records.

NEW QUESTION # 53

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Effective End Date for geography validation is end of time.
- B. Create a new geography validation.
- C. Educate users to use the country-specific address format only.
- **D. Set the geography validation level to Error instead of No Validation.**

Answer: D

Explanation:

Full Detailed in Depth Explanation:

Geography validation in Oracle HCM Cloud ensures addresses conform to country-specific formats (e.g., postal code rules). If users are entering incorrect formats despite correct configuration, the validation enforcement level needs adjustment.

Option A ("Set the geography validation level to Error instead of No Validation") is correct. Oracle allows configuration of geography validation levels in the "Manage Geographies" task: No Validation (no checks), Warning (alerts but allows saving), and Error (prevents saving invalid formats). If set to No Validation or Warning, users can bypass the country-specific format. Changing it to Error enforces compliance by rejecting incorrect entries, as detailed in the "Implementing Global Human Resources" guide.

Option B ("Educate users to use the country-specific address format only") is a workaround, not a system solution, and does not enforce compliance.

Option C ("Effective End Date for geography validation is end of time") is irrelevant, as end-dating applies to data validity, not

validation enforcement.

Option D ("Create a new geography validation") is unnecessary if the existing configuration is correct; the issue lies in the enforcement level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Geographies, section on validation levels.

"Oracle Human Resources Cloud: Using Global Human Resources" - Address setup and validation.

NEW QUESTION # 54

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. It is required to associate country and currency details while defining Legislative Data Group.
- B. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- C. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- D. Legislative Data Groups can span enterprises.
- E. Legislative Data Groups do not span enterprises.

Answer: A,B,E

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

NEW QUESTION # 55

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.

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 # 56

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