

# 1z0-1046-25 Deutsche Prüfungsfragen - 1z0-1046-25 Prüfungsmaterialien



Mit den Schulungsunterlagen zur Oracle 1z0-1046-25 Zertifizierungsprüfung von ZertSoft können Sie die neuesten Fragen und Antworten zur Oracle 1z0-1046-25 Zertifizierungsprüfung bekommen und somit die Oracle 1z0-1046-25 Zertifizierungsprüfung erfolgreich einmalig bestehen. Die Oracle 1z0-1046-25 Zertifizierungsprüfung ist nützlich für Ihre Berufskarriere. Die Schulungsunterlagen zur Oracle 1z0-1046-25 Zertifizierungsprüfung von ZertSoft garantieren, dass Sie die Fragen sowie deren Konzept verstehen können.

Fühlen Sie sich sehr schwierig, erfolgreich zu werden? Fühlen Sie es sehr schwierig, IT-Zertifizierungsprüfungen zu bestehen? Sorgen Sie sich jetzt um die Oracle 1z0-1046-25 Zertifizierungsprüfung? Es ist unnötig. IT-Zertifizierungsprüfungen sind nicht so geheimnisvoll wie Sie glauben. Wir können richtige Geräte benutzen, erfolgreich zu werden. Solange Sie die richtigen Geräte wählen, ist es sehr einfach erfolgreich zu werden. Wissen Sie, was ist das beste Gerät? Ja, Oracle 1z0-1046-25 Dumps von ZertSoft sind die besten Geräte. Diese Dumps sammeln und analysieren viele vorherige 1z0-1046-25 Prüfungsfragen. Und sie fügen auch viele neue Prüfungsfragen laut der Prüfungsvorschriften hinzu. Das ist die Dumps, die Sie Oracle 1z0-1046-25 Prüfung einmalig bestehen können.

>> 1z0-1046-25 Deutsche Prüfungsfragen <<

## 1z0-1046-25 Bestehen Sie Oracle Global Human Resources Cloud 2025 Implementation Professional! - mit höhere Effizienz und weniger Mühen

Die Schwierigkeiten können den Charakter eines Menschen testen. Eine schlechte Situation kann die Aufrichtigkeit eines Menschen zeigen. Wenn man einer schlechten Situation gegenüberstehen, können nur die mutigen es ganz leichtnehmen. Sind Sie ein mutiger Mensch? Wenn Sie sich nicht so gut auf Ihre Prüfung vorbereiten, können Sie es noch leichtnehmen. Weil Sie die Fragenkataloge zur Oracle 1z0-1046-25 Prüfung von ZertSoft haben. Und eine Oracle 1z0-1046-25 Prüfung wird Sie nicht niederschlagen.

## Oracle Global Human Resources Cloud 2025 Implementation Professional 1z0-1046-25 Prüfungsfragen mit Lösungen (Q139-Q144):

### 139. Frage

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

Antwort: A,B

Begründung:

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.

#### 140. Frage

What are four benefits of Enterprise Structure Configurator (ESC)?

- A. Can review the enterprise configuration before loading it
- B. Can create multiple configurations to test multiple scenarios
- C. Can roll back an enterprise configuration after loading it
- D. Cannot roll back an enterprise that is created through ESC
- E. Can create all organizational structures at once

Antwort: A,B,C,E

Begründung:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) offers several benefits:

B: Allows creation of multiple configurations for testing different scenarios, enhancing flexibility.

C: Supports rollback of configurations post-loading if adjustments are needed, ensuring reversibility.

D: Enables review of the configuration before final loading, reducing errors.

E: Facilitates simultaneous creation of all organizational structures, streamlining setup.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "ESC Benefits".

#### 141. Frage

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date. What should you do to achieve the required functionality?

- A. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker, and the enterprise or step checklist needs to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- E. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

Antwort: B

Begründung:

Oracle Global Human Resources Cloud's checklist functionality allows tasks to be automatically allocated to workers based on specific triggers or actions. The requirement here is to allocate tasks before the hire date, which points to the use of the "Pending Worker" functionality, as employees are not fully active until their hire date.

Option A: A Pending Worker is a person added to the system before their official hire date (e.g., during recruitment or pre-

boarding). Checklists can be tied to the "Add a Pending Worker" action, ensuring tasks are allocated automatically when the worker is entered as a pending worker. This meets the requirement of pre-hire allocation and is the correct approach per Oracle's checklist setup process.

Option B: Managers can manually allocate checklists from the Onboarding work area, but this is not automatic and does not guarantee allocation before the hire date, as it depends on manager intervention post-hire.

Option C: Areas of responsibility (AOR) can trigger checklists, but this is typically for existing employees when assigned specific responsibilities, not for pre-hire scenarios.

Option D: Life events (e.g., marriage, birth) can trigger checklists, but they are unrelated to the hiring process or pre-hire allocation.

Option E: Eligibility profiles can automate checklist allocation based on criteria (e.g., job, location), but they apply to active employees, not pending workers before their hire date.

The correct answer is A, as it leverages the Pending Worker action to meet the pre-hire requirement, as detailed in "Implementing Global Human Resources" under Checklist Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 11: Checklists.

#### 142. Frage

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

Antwort: A,C

Begründung:

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.

#### 143. Frage

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

- A. An identical transaction that was initiated for the person by another user was applied to the database
- B. The saved transaction was withdrawn by HR
- C. The saved transaction was rejected by the approval authority
- D. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date

Antwort: A

Begründung:

In Oracle Global Human Resources Cloud, saved transactions can disappear from view if overridden, as per the "Using Global Human Resources" guide. When an identical transaction (e.g., same person and action) is initiated by another user and applied to the database, it supersedes the saved one, removing it from the user's view (Option B). Option A (withdrawn by HR) isn't a standard process for saved transactions. Option C (rejected) would leave it visible with a status. Option D (future dated) affects visibility but not removal. Thus, Option B is correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Saved Transactions" section.

.....

**1z0-1046-25 Prüfungsmaterialien:** <https://www.zertsoft.com/1z0-1046-25-pruefungsfragen.html>

- 1z0-1046-25 Pass4sure Dumps - 1z0-1046-25 Sichere Praxis Dumps □ ➡ www.deutschpruefung.com □□□ ist die beste Webseite um den kostenlosen Download von ➡ 1z0-1046-25 □ zu erhalten □1z0-1046-25 German
- Die seit kurzem aktuellsten Oracle Global Human Resources Cloud 2025 Implementation Professional Prüfungsunterlagen, 100% Garantie für Ihren Erfolg in der Oracle 1z0-1046-25 Prüfungen! □ Öffnen Sie die Website ⇒ www.itcert.com ⇐ Suchen Sie 「 1z0-1046-25 」 Kostenloser Download □1z0-1046-25 German
- 1z0-1046-25 Neuesten und qualitativ hochwertige Prüfungsmaterialien bietet - quizfragen und antworten □ Suchen Sie jetzt auf □ www.deutschpruefung.com □ nach ▶ 1z0-1046-25 ◀ und laden Sie es kostenlos herunter □1z0-1046-25 Probesfragen
- 1z0-1046-25 Exam Fragen □ 1z0-1046-25 Exam Fragen □ 1z0-1046-25 Dumps □ Suchen Sie jetzt auf☀  
www.itcert.com □☀□ nach ▶ 1z0-1046-25 ◀ um den kostenlosen Download zu erhalten □1z0-1046-25 Probesfragen
- Zertifizierung der 1z0-1046-25 mit umfassenden Garantien zu bestehen □ Suchen Sie einfach auf （ www.pruefungfrage.de ） nach kostenloser Download von 【 1z0-1046-25 】 □1z0-1046-25 Tests
- 1z0-1046-25 German □ 1z0-1046-25 Exam Fragen 📖 1z0-1046-25 Lernhilfe □ Geben Sie 「 www.itcert.com 」 ein und suchen Sie nach kostenloser Download von ➡ 1z0-1046-25 □ □1z0-1046-25 Probesfragen
- 1z0-1046-25 Prüfungsfragen Prüfungsvorbereitungen, 1z0-1046-25 Fragen und Antworten, Oracle Global Human Resources Cloud 2025 Implementation Professional □ URL kopieren 【 www.pruefungfrage.de 】 Öffnen und suchen Sie ⇒ 1z0-1046-25 ⇐ Kostenloser Download □1z0-1046-25 Buch
- 1z0-1046-25 Buch □ 1z0-1046-25 Übungsmaterialien □ 1z0-1046-25 Dumps Deutsch □ Suchen Sie einfach auf⇒  
www.itcert.com⇐ nach kostenloser Download von （ 1z0-1046-25 ） □1z0-1046-25 Prüfung
- 1z0-1046-25 Braindumpsit Dumps PDF - Oracle 1z0-1046-25 Braindumpsit IT-Zertifizierung - Testking Examen Dumps □  
□ Sie müssen nur zu ► www.itcert.com □ gehen um nach kostenloser Download von □ 1z0-1046-25 □ zu suchen □1z0-1046-25 Dumps Deutsch
- Zertifizierung der 1z0-1046-25 mit umfassenden Garantien zu bestehen □ Suchen Sie auf （ www.itcert.com ） nach ➡  
1z0-1046-25 □ und erhalten Sie den kostenlosen Download mühelos □1z0-1046-25 Dumps Deutsch
- 1z0-1046-25 Braindumpsit Dumps PDF - Oracle 1z0-1046-25 Braindumpsit IT-Zertifizierung - Testking Examen Dumps □  
□ Suchen Sie jetzt auf □ www.zertsoft.com □ nach ☀ 1z0-1046-25 □☀□ um den kostenlosen Download zu erhalten □  
□1z0-1046-25 Prüfungsfrage
- myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,

myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
www.stes.tyc.edu.tw, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,  
myportal.utt.edu.tt, Disposable vapes