

2026 Reliable Exam Dumps 1z0-1046-25 Free | 100% Free Oracle Global Human Resources Cloud 2025 Implementation Professional Exam Introduction

MPOETC TEST 1 EXAM 2026 FINAL REVIEW BUNDLED SOLUTION PACKAGE

● 3 main skills for success. Answer: Learning skills

Study skills

Test taking skills

● Learning skills. Answer: - listen actively

— mindset

— preparation

— anticipate what the instructor is going to say next

- participate

— exchange ideas

— share your experiences

— ask questions

-organization

— clarity

-posture

— maintain eye contact

- take notes

— 80% of what you don't write down you lose

- think critically

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1z0-1046-25 Exam Introduction - New 1z0-1046-25 Practice Questions

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q77-Q82):

NEW QUESTION # 77

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- B. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- **D. Use Organization Hierarchy as the Hierarchy type for the calendar event.**
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Answer: D

Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

The correct answer is E, per "Using Global Human Resources" on calendar event setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

NEW QUESTION # 78

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- **A. Define the person's area of responsibility to reflect Fitness Representative.**
- B. Deploy a Key Flexfield to capture the information.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Create a new job Fitness Representative and associate that to the person.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud allows assigning responsibilities to individuals for specific tasks or groups, such as a Fitness Representative for a fitness program. The setup should leverage existing functionality efficiently.

Option D ("Define the person's area of responsibility to reflect Fitness Representative") is correct. In Oracle HCM, "Areas of Responsibility" (AOR) can be defined via the "Manage Areas of Responsibility" task to assign specific duties (e.g., Fitness Representative) to a person for a group of workers. This is a standard feature for designating responsibilities without requiring new jobs or flexfields, as outlined in the

"Implementing Global Human Resources" guide.

Option A ("Deploy a Key Flexfield to capture the information") is incorrect. Key Flexfields (KFFs) are used for structured data (e.g., job codes), not responsibilities.

Option B ("Deploy a Descriptive Flexfield to capture the information") could work for custom attributes but is overkill when AOR is available.

Option C ("Create a new job Fitness Representative and associate that to the person") is unnecessary; a job defines a role, not a

specific responsibility for a program

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Areas of Responsibility.

"Oracle Human Resources Cloud: Using Global Human Resources" - Managing responsibilities.

NEW QUESTION # 79

As the Workflow Administrator, you are responsible for ensuring that approval workflows are handled on time.

If you notice outstanding notifications, how can you move an approval along?

- A. Push back the workflow to another Approver.
- B. Approve the workflow on behalf of the assigned Approver.
- C. Reassign the workflow to another Approver.

Answer: C

NEW QUESTION # 80

A manager discovers that a worker has no work schedule assigned when trying to check their availability by using the View Calendar task of the My Team work area.

Without a work schedule, which three can be used to determine the availability of a worker?

- A. Absences
- B. Time Sheet
- C. Calendar Events
- D. Standard Working Hours
- E. Contract Data

Answer: A,C,D

Explanation:

The scenario describes a manager using the View Calendar task in the My Team work area to check a worker's availability, but the worker has no work schedule assigned. The question asks which three options can be used to determine the worker's availability in this case. Without a work schedule, Oracle HCM Cloud relies on other data sources to infer availability, such as events, absences, and default hours.

* Option A: Calendar Events This is a correct answer. Calendar Events in Oracle HCM Cloud represent specific activities or commitments, such as meetings, training sessions, or other scheduled events, that impact an employee's availability. In the View Calendar task, the manager can see these events on the worker's calendar, indicating times when the worker is unavailable due to booked activities. For example, a training session from 10 AM-12 PM would show the worker as unavailable during those hours. Oracle documentation confirms that calendar events are visible in the Redwood calendar view, making this a valid source.

* Option B: Absences This is a correct answer. Absences recorded in Oracle Absence Management (e.g., vacation, sick leave) directly affect a worker's availability. In the View Calendar task, absences appear as blocked time periods, indicating when the worker is not available to perform work. For instance, a worker on leave from April 16-18, 2025, would show as unavailable on those dates. Oracle's Redwood calendar integrates absence data, making this a key source for determining availability without a work schedule.

* Option C: Time Sheet This option is incorrect. Time Sheet data, managed in Oracle Time and Labor, records hours worked or submitted by an employee, typically after the fact. While time sheets can confirm past work hours, they do not proactively indicate future availability in the View Calendar task.

Oracle documentation does not list time sheets as a source for real-time availability, especially in the absence of a work schedule, making this option unsuitable.

* Option D: Contract Data This option is incorrect. Contract Data includes details like contract type, duration, or terms (e.g., fixed-term or permanent), typically stored in the employment record. While contract data may define work hours in some models (e.g., Single Assignment with Contract), it does not directly populate the View Calendar task with availability information. Oracle does not use contract data to display availability in this context, ruling out this option.

* Option E: Standard Working Hours This is a correct answer. Standard Working Hours, defined at the enterprise level (via Enterprise HCM Information) or inherited from a higher-level configuration, provide a default work schedule (e.g., 9 AM-5 PM, Monday-Friday) when no specific work schedule is assigned. In the View Calendar task, if no work schedule exists, the system assumes the worker is available during standard working hours, adjusted for absences or calendar events. Oracle documentation confirms that standard working hours serve as a fallback for availability calculations.

* Why these three? Without a work schedule, the View Calendar task relies on Calendar Events and Absences to show specific times when the worker is unavailable, and Standard Working Hours to define the baseline periods when the worker is assumed

available. These sources provide a comprehensive view of availability, aligning with Oracle's Redwood calendar functionality in the My Team work area.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: View Calendar Task: "Managers can view team availability, including absences, calendar events, and working hours, in the My Team work area."

* Section: Standard Working Hours: "Used as a default when no work schedule is assigned."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Calendar Enhancements: "Improved visibility of absences and calendar events in the View Calendar task."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Absence Management Integration: "Absences are reflected in calendar views for availability tracking."

NEW QUESTION # 81

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. There is always a one-to-one relationship between Action Type and Action.
- B. It is mandatory to associate Actions with Action Reasons.
- C. The history of effective date changes can be tracked well by using the Actions framework.
- D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Answer: C,D

Explanation:

Full Detailed in Depth Explanation:

Actions and Action Reasons in Oracle HCM Cloud categorize and explain employment events (e.g., hires, terminations), supporting tracking and analytics.

Option A ("Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary"): True. Oracle Workforce Predictions leverages Actions (e.g., Termination) and Action Reasons (e.g., Resignation vs. Layoff) to classify terminations, as detailed in the "Using Workforce Predictions" guide.

Option B ("The history of effective date changes can be tracked well by using the Actions framework"): True.

The Actions framework logs changes (e.g., promotions, transfers) with effective dates, providing a clear audit trail, per the "Implementing Global Human Resources" guide.

Option C ("It is mandatory to associate Actions with Action Reasons"): False. Action Reasons are optional; an Action (e.g., Termination) can be recorded without a reason.

Option D ("There is always a one-to-one relationship between Action Type and Action"): False. Action Types (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination).

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Actions and Action Reasons setup.

"Oracle Human Resources Cloud: Using Workforce Predictions" - Predictive analytics data sources.

NEW QUESTION # 82

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