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## Oracle

### 1Z0-1046-25

Oracle Global Human Resources Cloud 2025  
Implementation Professional  
**QUESTION & ANSWERS**

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q137-Q142):

### NEW QUESTION # 137

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- D. The saved transaction was withdrawn by HR

**Answer: B**

Explanation:

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 Option A (withdrawn by HR) isn't a standard process for saved transactions.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.

### NEW QUESTION # 138

Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- **A. You must have the user-defined alerts privilege to modify predefined alerts.**
- B. You must have the predefined alerts privilege to create user-defined alerts.
- C. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.
- D. You must have both functional privileges and access to the REST API resources to create alerts.
- E. You can create alerts without having any privileges assigned to your user account.

**Answer: A**

Explanation:

Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.

Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's

"predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement.

Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

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

### NEW QUESTION # 139

An Enterprise Onboarding Journey checklist requires:

- A. Use of the Transaction Design Studio (TDS) to display
- B. Four or more tasks
- C. HireRight Integration
- D. At least one step (child checklist)

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, an Enterprise Onboarding Journey checklist is a structured process to guide new hires through onboarding tasks. According to the "Using Journeys" guide, an Enterprise Onboarding checklist must include at least one step, often implemented as a child checklist, to define the sequence of tasks or activities. This step-based structure allows for modularity and flexibility, enabling organizations to break down onboarding into manageable phases (e.g., pre-hire, first day). Option A (Transaction Design Studio) is a customization tool, not a requirement for the checklist itself. Option B (four or more tasks) is arbitrary and not mandated by Oracle documentation. Option C (HireRight Integration) is an optional third-party integration, not a requirement. Thus, Option D is correct as it aligns with the minimum structural requirement for an Enterprise Onboarding Journey checklist.

Reference: Oracle Global Human Resources Cloud - Using Journeys, "Enterprise Onboarding Checklists" section.

### NEW QUESTION # 140

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task. As an implementation consultant, how do you achieve this?

- A. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.
- B. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.
- C. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.

**Answer: C**

Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

\* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

\* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

\* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

\* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

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

\* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

\* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

\* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

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

\* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

\* Oracle Support Portal, Document ID: docs.oracle.com

\* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

### NEW QUESTION # 141

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are you allowed to directly make on the My Public Info page that all users with access to your Public Spotlight will be able to view?

- A. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information
- **B. About me, contact information, profile photo, public message, favorites, and background photo**
- C. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- D. Your answer is incorrect
- E. Home address, area of interest, contact information, profile photo, public message, and background photo

**Answer: B**

Explanation:

In Oracle Global Human Resources Cloud, the Public Info/Spotlight page in the Directory allows employees to update certain fields visible to others, managed via the "Edit My Public Info" action.

Option A: "HR representative information" is not editable by employees; it's system-managed.

Option B: Not a valid answer option.

Option C: "Peer information" is not a standard editable field on the public profile.

Option D: "Home address" is private and not part of the public profile; it's restricted.

Option E: Correct. Employees can update:

About me (bio),

Contact information (e.g., work phone),

Profile photo,

Public message (status),

Favorites (e.g., interests),

Background photo (header image).

The correct answer is E, per "Using Global Human Resources" on Directory features.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 4: Directory.

### NEW QUESTION # 142

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