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## Oracle

### 1Z0-1046-25

Oracle Global Human Resources Cloud 2025  
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# Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q113-Q118):

## NEW QUESTION # 113

By default, any user who has access to Checklist Templates can create Task Groups to create a group of common tasks. How can we restrict the creation by Role?

- A. Configure Person Security Profile.
- **B. Configure Role in Category Security.**
- C. Configure Exclude Rules from Workforce Structures.

**Answer: B**

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

\* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

\* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

\* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

\* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

\* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

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

\* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

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

\* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

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

\* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

### NEW QUESTION # 114

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31-Jan-2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Person Management page search does not support date-effective keywords.
- C. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- D. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- **E. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**
- F. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

**Answer: E**

Explanation:

The Person Management page search in Oracle HCM Cloud uses the "Update Person Search Keyword" process to index attributes like job. This process updates the keyword record with the latest effective-dated value (here, "Consultant" as of 01-Feb-2015) as of the process run date, overwriting historical data (e.g., "Recruiter" from 01-Jan-2015). On 01-Mar-2015, searching with "Recruiter" and an effective date of 31-Jan-2015 fails because the index only contains "Consultant," not historical jobs, even though date-effective search is supported. Option B is false-job keywords are supported. Options C and E (process failures) lack evidence. Option D is incorrect-date-effective searches are supported via ORA\_PER\_EMP\_SRCH\_ENABLE\_DATES. Option F misstates the process-it doesn't associate effective dates; it overwrites with the latest. Option A correctly explains the behavior per Oracle's search mechanics. References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Person Search section.

### NEW QUESTION # 115

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- B. Validation Defined, Hierarchy Defined, Structure Defined
- **C. Structure Defined, Hierarchy Defined, Validation Defined**
- D. Hierarchy Defined, Structure Defined, Validation Defined

**Answer: C**

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographies Setup".

### NEW QUESTION # 116

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies. Which option represents seeded tree structures?

- A. Organization, job, division, geographies
- **B. Organization, position, department, geographies**
- C. Organization, position, division, geographies
- D. Organization, position, division, establishment

**Answer: B**

Explanation:

The Tree Management feature in Oracle HCM Cloud's Functional Setup Manager (FSM) allows defining hierarchical structures for various entities. The seeded (predefined) tree structures supported by Oracle include: Organization (e.g., legal entities, business units), Position (position hierarchies), Department (departmental reporting structures), and Geographies (location-based hierarchies). These are foundational for managing enterprise structures and relationships, as outlined in the documentation.

Option A includes "division," which isn't a seeded tree type (divisions are part of organizations but not a distinct hierarchy). Option C's "job" isn't a hierarchy-jobs are flat structures. Option D's "establishment" is a legal entity attribute, not a tree type. Option B correctly lists the seeded tree structures: organization, position, department, and geographies.

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

**NEW QUESTION # 117**

Position Management settings are configurable on both the Enterprise HCM Information and the Legal Entity HCM Information tasks. Which settings can be set at the Enterprise level but can be overwritten at the Legal Entity level?

- A. Position Synchronization Configuration and Position Hierarchy Configuration settings
- B. Position Synchronization Configuration and Position Incumbent Validation settings
- **C. Position Synchronization Configuration settings**
- D. Position Synchronization Configuration, Position Hierarchy Configuration, and Position Incumbent Validation settings

**Answer: C**

Explanation:

In Oracle HCM Cloud, Position Management settings are defined at the Enterprise level (via Manage Enterprise HCM Information) and can be overridden at the Legal Entity level (via Manage Legal Entity HCM Information). The documentation specifies that Position Synchronization Configuration settings (e.g., enabling synchronization, allowing overrides) are configurable at both levels, with Legal Entity settings taking precedence if specified. This allows tailored synchronization behavior per legal entity while maintaining an enterprise default.

Position Incumbent Validation (e.g., validating position assignments) and Position Hierarchy Configuration (e.g., hierarchy rules) are managed separately and not explicitly noted as overrideable at the Legal Entity level in the same way. Options B, C, and D include additional settings that lack evidence of Legal Entity override capability in the documentation. Option A correctly identifies Position Synchronization Configuration as the overrideable setting.

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

**NEW QUESTION # 118**

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