

1z0-1046-25 Testking - 1z0-1046-25 Prüfungsübungen



Weil es nicht leicht ist, die Oracle 1z0-1046-25 Zertifizierungsprüfung zu bestehen. So stellen geeignete Prüfungsmaterialien eine Garantie für den Erfolg dar. PrüfungFrage wird Ihnen so schnell wie möglich die Oracle 1z0-1046-25 Prüfungsmaterialien und Fragen und Antworten bieten, so dass Sie sich gut auf die Oracle 1z0-1046-25 Zertifizierungsprüfung vorbereiten und die Prüfung 100% bestehen können. Mit PrüfungFrage können Sie nicht nur einmalig 1z0-1046-25 Prüfung erfolgreich ablegen, sondern auch viel Zeit und Energie ersparen.

Wir können mit Stolz sagen, dass wir PrüfungFrage professionell ist! Denn die Bestehensquote der Prüflingen, die unsere Oracle 1z0-1046-25 Software benutzt haben, ist unglaublich hoch. Denn unsere Tech-Gruppe ist unglaublich kompetent. Der Kundendienst ist ein sehr wichtiger Standard für eine Firma. Um den hohen Standard zu entsprechen, bieten wir 24/7 online Kundendienst, einjähriger kostenloser Oracle 1z0-1046-25 Aktualisierungsdienst nach dem Kauf und die Erstattungspolitik beim Durchfall. Wenn Sie wirklich Oracle 1z0-1046-25 bestehen möchten, wählen Sie unsere Produkte!

>> 1z0-1046-25 Testking <<

1z0-1046-25 Prüfungsressourcen: Oracle Global Human Resources Cloud 2025 Implementation Professional & 1z0-1046-25 Reale Fragen

PrüfungFrage hat riesiges Expertenteam. Sie untersucht ständig nach ihren Kenntnissen und Erfahrungen die Oracle 1z0-1046-25 (Oracle Global Human Resources Cloud 2025 Implementation Professional) IT-Zertifizierungsprüfung in den letzten Jahren. Ihre Forschungsergebnisse sind nämlich die Produkte von PrüfungFrage. Die Fragen und Antworten zur Oracle 1z0-1046-25 Zertifizierungsprüfung von PrüfungFrage sind den realen Fragen und Antworten sehr ähnlich. Sie können vielen helfen, ihren Traum zu verwirklichen. PrüfungFrage verspricht, dass Sie die Oracle 1z0-1046-25 (Oracle Global Human Resources Cloud 2025 Implementation Professional) Prüfung erfolgreich zu bestehen. Sie können beruhigt PrüfungFrage in Ihren Warenkorb schicken. Mit PrüfungFrage können Sie Ihren Wunsch sofort erfüllen.

Oracle Global Human Resources Cloud 2025 Implementation Professional 1z0-1046-25 Prüfungsfragen mit Lösungen (Q137-Q142):

137. Frage

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application searches for the availability of date of birth and middle name to identify the matching record.
- **B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.**
- C. The application cannot identify the matching record and there will be two person records available for further processing.
- D. Because the national identifier has changed, the system cannot identify the matching record.

Antwort: B

Begründung:

Full Detailed in Depth Explanation:

Oracle HCM Cloud uses a matching algorithm to identify duplicate person records during processes like hiring or candidate application, even across different legal employers within the same enterprise. This is critical to avoid creating duplicate records when a person reapplies with a changed national identifier.

Option B ("The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same") is correct. The system employs a configurable person-matching rule that typically uses a combination of key attributes-first name, last name (or initial), and date of birth-to determine if a record already exists. This rule is designed to handle cases where the national identifier changes, as it does not rely solely on that field.

The "Implementing Global Human Resources" guide confirms this matching logic, noting that the system checks these attributes to prevent duplication.

Option A ("Because the national identifier has changed, the system cannot identify the matching record") is incorrect because the matching process does not depend solely on the national identifier.

Option C ("The application searches for the availability of date of birth and middle name to identify the matching record") is incorrect because middle name is not a standard required attribute in the default matching rule.

Option D ("The application cannot identify the matching record and there will be two person records available for further processing") is incorrect because the system is designed to detect matches and avoid duplicate records when possible.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Person Matching and Duplicate Prevention.

"Oracle Recruiting Cloud: Implementation Guide" - Candidate matching rules.

138. Frage

Challenge 6

Manage Document Types

Scenario

The organization would like to track the certifications of all their instructors.

Task

Create a Document Type of certificate for Instructor Certifications, where:

The name of the certificate is X Instructor Certification

Approval is required

The deletion restriction is required

Antwort:

Begründung:

See the solution in Explanation below.

Explanation:

To create a document type for tracking instructor certifications in Oracle Global Human Resources Cloud, you need to use the Manage Document Types task within the Setup and Maintenance work area. The task involves creating a document type named "X Instructor Certification" with approval required and deletion restrictions enforced. 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 Application Implementation Consultant role.

These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing document types. Proper access ensures you can perform the task 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 implementation tasks organized by functional areas, making it the starting point for configuring document types.

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 Document Management functional area from the Functional Area dropdown list.

Alternatively, you can search across all functional areas if needed.

Search for the task Manage Document Types by typing "Manage Document Types" in the search bar or navigating to the task list under Document Management.

Click the Go to Task icon next to Manage Document Types to open the task.

Explanation: The Manage Document Types task is used to create, edit, or delete document types, which define the categories of documents (e.g., certifications) stored in the system. It is typically found under the Document Management functional area, which focuses on document-related configurations.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Document Types.

Step 4: Create a New Document Type

Action:

On the Manage Document Types page, click the Create icon (usually a plus sign or "Create" button) to start creating a new document type.

The Create Document Type page opens, where you will enter the required details.

Explanation: The Manage Document Types page lists all existing document types, and the Create action initiates the process of defining a new document type. This page allows you to specify attributes like name, approval settings, and restrictions.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section:

Creating Document Types.

Step 5: Enter Document Type Details

Action: Enter the following details based on the provided scenario:

Name: Enter X Instructor Certification.

Code: Enter a unique code, such as X_INSTR_CERT (or let the system generate one if auto-generated).

Category: Select Certification from the dropdown list (if available) or choose Document of Record to align with tracking certifications.

Approval Required: Check the box or select Yes to enable Approval is required.

Deletion Restriction: Check the box or select Restricted to enable Deletion restriction is required.

Status: Set to Active to make the document type available for use.

Description (optional): Enter a description, e.g., "Document type for tracking instructor certifications." Effective Start Date: Enter the current date (e.g., 04/15/2025, based on the current date) or the date the document type should take effect.

Country: Select All or United States (depending on the organization's scope, as the scenario does not specify a country).

Explanation:

Name: The name "X Instructor Certification" identifies the document type and must match the scenario exactly for clarity and usability.

Code: A unique code is required for system identification. If not specified, Oracle may auto-generate one, but providing a meaningful code like X_INSTR_CERT improves traceability.

Category: Certifications are typically stored as Documents of Record in Oracle HCM Cloud, as they represent formal qualifications or credentials. The Certification category may be available depending on the configuration, but Document of Record is the standard choice for such documents.

Approval Required: Enabling this setting ensures that any document of this type (e.g., an instructor's certification) requires approval before being finalized in the system. This aligns with compliance and governance needs for certifications.

Deletion Restriction: Setting deletion restrictions prevents users from deleting documents of this type, protecting critical records like certifications from accidental or unauthorized removal.

Status and Effective Date: Setting the status to Active and specifying an effective start date ensures the document type is immediately usable. The current date is appropriate unless a future date is required.

Country: Since the scenario does not specify a country, selecting All ensures the document type is globally applicable, though United States could be chosen if the organization is US-based.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Document Type Attributes.

Step 6: Configure Additional Settings (Optional)

Action:

If needed, configure Security settings to restrict access to the document type (e.g., to HR specialists or instructors' managers).

Add Flexfields (if required) to capture additional attributes, such as certification expiry date or issuing authority.

Set Display Options to determine where the document type appears (e.g., in Document Records or Self-Service pages).

Explanation: While the scenario does not require these settings, Oracle allows customization of document types for enhanced functionality. For example, securing the document type ensures only authorized users can create or view certifications, and flexfields can store metadata specific to certifications. These settings depend on the organization's needs but are noted for completeness.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section:

Document Type Security and Flexfields.

Step 7: Save the Document Type

Action:

After entering all details, click Save or Save and Close to create the document type.

If prompted, confirm the creation.

Explanation: Saving the document type stores it in the system, making it available for use in the Document Records page or other

areas where certifications are tracked. The save action validates mandatory fields and ensures the document type is correctly configured.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Saving Document Types.

Step 8: Verify the Document Type Creation

Action:

Return to the Manage Document Types page.

Search for the document type by entering X Instructor Certification in the search criteria.

Confirm that the document type appears with the correct details:

Name: X Instructor Certification

Approval Required: Yes

Deletion Restriction: Restricted

Status: Active

Explanation: Verifying the document type ensures it was created correctly and is ready for use. This step confirms that the name, approval, and deletion settings match the scenario's requirements and checks for any errors during creation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Document Types.

Step 9: Test the Document Type (Optional)

Action:

Navigate to the Document Records page (via My Client Groups > Person Management > Document Records).

Create a test document for an instructor, selecting X Instructor Certification as the document type.

Verify that the approval process is triggered (if configured) and that deletion is restricted (e.g., the delete option is disabled or prompts a warning).

Explanation: Testing the document type in a real-world context confirms its functionality. This step ensures that instructors' certifications can be tracked, approvals are enforced, and deletions are restricted as intended.

While not required by the scenario, this is a best practice to validate the configuration.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Managing Document Records.

Detailed Explanation

Purpose of Document Types: In Oracle HCM Cloud, document types categorize documents stored in the Document Records area, such as certifications, passports, or contracts. Creating a document type for X Instructor Certification allows the organization to track instructors' qualifications systematically, ensuring compliance and auditability.

Approval Required: Enabling approvals ensures that certifications are reviewed before being recorded, which is critical for maintaining the integrity of instructor qualifications. Oracle uses approval rules (configured separately via BPM Worklist) to route documents to approvers, such as HR specialists or managers.

Deletion Restriction: Restricting deletion protects certification records from being removed, which is important for audit trails and compliance with organizational policies. Once restricted, only users with specific privileges (e.g., via custom roles) can delete such documents, if allowed at all.

Category Selection: The Document of Record category is typically used for certifications, as it supports attachments (e.g., PDF certificates) and metadata like issue or expiry dates. If a Certification category exists, it may be more specific, but Document of Record is the standard choice in most configurations.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Document Types page may offer an enhanced UI with features like inline validation or previews. However, the core steps remain consistent across responsive and Redwood interfaces.

Flexibility for Future Use: The document type can be extended with flexfields to capture additional details (e.g., certification level or renewal date), making it scalable for future needs.

Key Considerations

Accuracy: Ensure the document type name (X Instructor Certification) is entered exactly as specified to avoid confusion in searches or reporting.

Permissions: Verify that the user has the Manage Document Types privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant. Lack of access may require role adjustments.

Approval Configuration: Enabling Approval Required assumes that approval rules are configured in the system (via Manage Approval Rules). If not set up, you may need to coordinate with an administrator to define approvers.

Deletion Restriction: Confirm that deletion restrictions align with organizational policies. Formally, deletion restrictions may require additional security setup for privileged users if exceptions are needed.

Audit Trail: Creating a document type generates an audit record, which can be reviewed in the Audit Reports section for compliance purposes.

Global Applicability: The document type is created without a country restriction (unless specified), making it usable across the organization's global operations.

Potential Challenges and Solutions

Approval Rules Missing: If approval rules are not configured, the Approval Required setting may not function until rules are defined in BPM Worklist. Solution: Coordinate with an administrator to set up approval rules for Document Records.

Duplicate Document Type: If a document type named X Instructor Certification already exists, the system may prevent creation.

Solution: Check for existing types and use a unique name or code if needed.

Category Uncertainty: If the Certification category is unavailable, Document of Record is a safe default.

Solution: Confirm with the organization's configuration or use Document of Record.

Redwood UI Differences: The Redwood interface may alter navigation slightly (e.g., updated icons or layouts). Solution: Follow prompts for Create and ensure all fields are populated as described.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Document Types: "Describes how to create and configure document types, including name, approval, and restrictions." Section: Document Records Configuration: "Explains how document types are used to categorize documents of record." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Document Types: "Steps to define a new document type with attributes like approval and deletion settings."

Section: Managing Document Records: "Details on how document types are applied when creating documents." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Document Records: "Enhanced UI for document-related tasks, including improved document type management." Section: Document Records Enhancements: "Features like attachment previews and approval workflows for documents."

139. Frage

When creating your THEN condition, which Approver Types enable you to configure the Automatic Approval Action type?

- A. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- **B. Approval Groups, Representative, Management Hierarchy, Position Hierarchy**
- C. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- D. Representative, Management Hierarchy, Position Hierarchy
- E. Application Role, Users, Representative, Approval Groups

Antwort: B

Begründung:

In Oracle HCM Cloud's Transaction Console, approval rules are defined with "IF" and "THEN" conditions.

The "THEN" condition specifies the action, such as "Automatic Approval," and the approver type determines who or what approves the transaction. The Automatic Approval Action type allows a transaction to be approved without human intervention based on predefined rules. According to Oracle documentation, the approver types that support configuring Automatic Approval include Approval Groups (static or dynamic groups of approvers), Representative (e.g., HR or Payroll Representative), Management Hierarchy (based on supervisor hierarchy), and Position Hierarchy (based on position structure). These types can be configured to automatically approve under specific conditions.

Option A omits Approval Groups, which is a valid type for automatic approval. Option B includes "Users" and "Job Level Based Line Manager Hierarchy," but "Users" (individual named users) and "Job Level" are not typically used for automatic approval—they are more suited for manual routing. Option C includes

"Application Role," which is used for role-based access, not automatic approval in workflows. Option D misses Approval Groups and Representative, both critical for this feature. Option E correctly lists Approval Groups, Representative, Management Hierarchy, and Position Hierarchy, aligning with Oracle's supported approver types for automatic approval.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Approval Rules Configuration.

140. Frage

Availability (work time) can be defined in HCM Cloud in different ways. In which order does the application search for an employee's schedule, before applying it to an assignment?

- A. Published schedules, Employment work week, Primary work schedule, Standard working hours
- B. Employment work week, Published schedules, Primary work schedule, Standard working hours
- C. Standard working hours, Primary work schedule, Employment work week, Published schedules
- **D. Published schedules, Primary work schedule, Employment work week, Standard working hours**

Antwort: D

Begründung:

In Oracle HCM Cloud, an employee's work schedule for an assignment is determined by a hierarchical search order, as outlined in the documentation. The system prioritizes the most specific schedule first, falling back to broader defaults if none is found:

Published Schedules: These are worker-specific schedules published via Time and Labor, taking top priority.

Primary Work Schedule: Defined at the assignment level in Manage Employment, this is the next check.

Employment Work Week: Set at the work relationship level, it applies if no specific schedule exists.

Standard Working Hours: Defined at the legal employer or enterprise level, this is the final fallback.

Option A (Published schedules, Primary work schedule, Employment work week, Standard working hours) matches this exact order. Option B starts with Standard working hours (the last resort), which is incorrect.

Option C prioritizes Employment work week over Published schedules, reversing the hierarchy. Option D swaps Primary work schedule and Employment work week, also incorrect. Option A is the verified sequence per Oracle's logic.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Work Schedules section.

141. Frage

Which of the following statuses allows for additional values to be created?

- A. HR Status
- **B. Assignment Status**
- C. Payroll Status

Antwort: B

Begründung:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

142. Frage

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Die Qualität muss sich bewähren, was die Oracle 1z0-1046-25 von uns PrüfungFrage Ihnen genau garantieren können, weil wir immer die Test-Bank aktualisieren. Die fachliche Erklärungen der Antworten von unserer professionellen Gruppe machen unsere Produkte der Schlüssel des Bestehens der Oracle 1z0-1046-25. Die Versprechung „volle Rückerstattung bei der Durchfall“, ist auch Motivation für unser Team. Wir wollen für Sie die Prüfungsunterlagen der Oracle 1z0-1046-25 immer verbessern. Innerhalb einem Jahr nach Ihrem Kauf, können Sie die neuesten Unterlagen der Oracle 1z0-1046-25 weiter genießen ohne zusätzliche Gebühren.

1z0-1046-25 Prüfungsübungen: <https://www.pruefungfrage.de/1z0-1046-25-dumps-deutsch.html>

Oracle 1z0-1046-25 Testking Also ist es wichtig, richtiges Lernmittel zu benutzen, Seit mehreren Jahren beschäftigen wir uns in der Branche mit dem Angebot der 1z0-1046-25 Prüfungsunterlagen für IT-Zertifizierung und engagieren wir uns für die Steigerung der Bestehensrate, Als Unternehmen mit ausgezeichneter Unterstützungskraft stellen wir Ihnen die besten Studienmaterialien bereit, die Ihnen am effizientesten helfen, die 1z0-1046-25 Prüfung bestehen und Zertifikat erhalten zu können, Das IT-Expertenteam von PrüfungFrage 1z0-1046-25 Prüfungsübungen haben eine kurzfristige Schulungsmethode nach ihren Kenntnissen und Erfahrungen bearbeitet.

Von diesen und anderen abgeleitete Konzepte 1z0-1046-25 Trainingsunterlagen können nicht durch angeborene Berechnungen aufgezählt werden, sie sollten jedoch schrittweise entdeckt werden, Denn dieses Kalziumkarbonat 1z0-1046-25 Testking dient wiederum den Korallenpolypen zum Bau ihrer kunstvollen Behausungen.

1z0-1046-25 Schulungsangebot, 1z0-1046-25 Testing Engine, Oracle Global

Human Resources Cloud 2025 Implementation Professional Trainingsunterlagen

Also ist es wichtig, richtiges Lernmittel 1z0-1046-25 zu benutzen, Seit mehreren Jahren beschäftigen wir uns in der Branche mit dem Angebot der 1z0-1046-25 Prüfungsunterlagen für IT-Zertifizierung und engaieren wir uns für die Steigerung der Bestehensrate.

Als Unternehmen mit ausgezeichneter Unterstützungskraft stellen wir Ihnen die besten Studienmaterialien bereit, die Ihnen am effizientesten helfen, die 1x0-1046-25 Prüfung bestehen und Zertifikat erhalten zu können.

Das IT-Expertenteam von PrüfungFrage haben eine kurzfristige Schulungsmethode 1z0-1046-25 Prüfungsübungen nach ihren Kenntnissen und Erfahrungen bearbeitet, Qualifikation ist nur ein Sprungbrett und Stärke ist der Eckpfeiler, der Ihre Position verstärkt.

- [illegible]