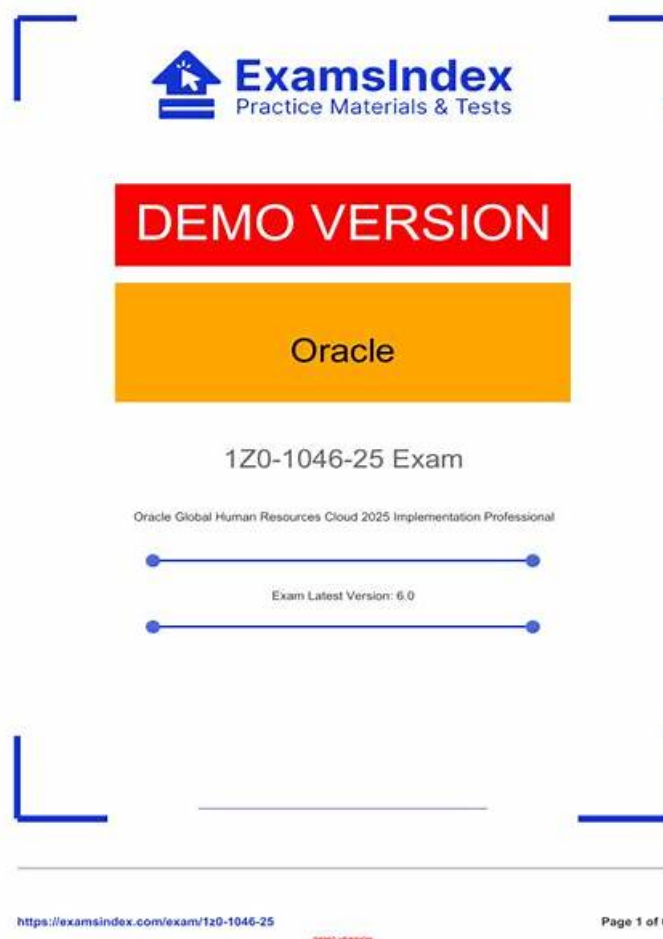# Exam 1z0-1046-25 Introduction, Latest 1z0-1046-25 Study Notes

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q17-Q22):

NEW QUESTION # 17
Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions, legal entities, business units, and departments
- B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure
- C. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration
- D. The tool creates a structure of divisions that may then be manipulated by the administrator
- E. The tool creates a structure of divisions, legal entities, business units, and reference data sets

Answer: B,C,E

Explanation:
The Enterprise Structures Configurator (ESC) in Oracle Global Human Resources Cloud is detailed in the
"Implementing Global Human Resources" guide:
Option A: True. ESC allows review, modification, and load/rollback of the enterprise and job/position structures.
Option B: False. ESC doesn't limit to divisions; it includes broader structures.
Option C: False. Departments are not a primary output; reference data sets are included instead.
Option D: True. ESC creates divisions, legal entities, business units, and reference data sets.
Reference:Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Enterprise Structures Configurator Overview" section.

NEW QUESTION # 18
An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it. Which option describes the cause of this issue?

- A. The line manager does not have the privilege to receive notifications.
- B. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.
- C. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.
- D. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.

Answer: B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, self-requestable roles trigger approval workflows if configured, typically notifying the line manager. If no notification is received, the issue likely relates to security or workflow setup.
Option A ("The security profile associated with the data role assigned to the line manager prevents any notification flowing to him") is correct. Notifications depend on the line manager's data role and security profile. If the profile lacks access to the employee's data or the transaction type, notifications are blocked.
This is a common issue addressed in the "Implementing Global Human Resources" guide under security troubleshooting.
Option B ("The line manager does not have the privilege to receive notifications") is vague and less specific than A; privileges are part of the security profile.
Option C ("The role provisioning user interface and objects are not workflow-enabled") is incorrect; self- requestable roles are workflow-enabled by default in Oracle.
Option D ("Approvals in Oracle Global Human Resources Cloud go to two levels by default") is incorrect; approval levels are configurable, not fixed at two, and this doesn't explain the lack of notification.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Security profiles and notifications.
"Oracle Human Resources Cloud: Using Approvals" - Workflow configuration.

NEW QUESTION # 19
Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM

Information task?

- A. Person Number Generation
- B. Position Synchronization
- C. Global Name Language
- D. Employment Model
- E. Work Day Information

Answer: B,D,E

Explanation:
Full Detailed in Depth Explanation:
The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:
B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.
D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.
E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Manage HCM Information".

NEW QUESTION # 20

Event Alerts supported by Alerts Composer, are based on the filters delivered by Oracle. Alerts Composer is a tool that allows you to send informational notifications to Oracle HCM Cloud users by email and worklist.
Which statement is true about Event Alerts being triggered?

- A. Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.
- B. Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
- C. Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.

Answer: A

Explanation:
The Alerts Composer in Oracle HCM Cloud is a tool for configuring informational notifications sent via email or worklist, based on predefined events. Event Alerts are triggered by specific application events, such as a new hire or promotion. The question asks about the behavior of these alerts, particularly regarding the modification of triggering criteria.
* Option A: Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.This is the correct answer. Event Alerts in Alerts Composer are based on filters delivered by Oracle, tied to specific events (e.g., employee termination, assignment change). Oracle documentation states that the triggering criteria for these alerts are predefined and cannot be modified by users, as they are linked to system events controlled by Oracle's seeded configurations. Users can customize notification content (e.g., message text) or recipients, but the event conditions themselves are fixed to ensure system stability and consistency.
* Option B: Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
This option is incorrect. Alerts Composer does not provide a Run Options tab for Event Alerts, nor does it allow modification of the frequency of event-based triggers. Event Alerts are triggered immediately when the associated event occurs (e.g., a new hire record is saved). While Scheduled Alerts allow frequency settings (e.g., daily or weekly runs), Event Alerts are event-driven, and their triggering is not controlled by a frequency setting, making this option invalid.
* Option C: Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.This option is incorrect. Event Alerts in Alerts Composer do not allow modification of triggering criteria via Groovy scripts. Oracle restricts customization of event triggers to maintain system integrity, and Groovy scripts are used in other contexts (e.g., for validations or calculations), not for altering Event Alert conditions. Documentation confirms that triggering criteria are Oracle-delivered and non- editable.
* Why this answer?The fixed nature of Event Alert triggers ensures standardized behavior across HCM Cloud implementations. Users can configure aspects like notification templates or recipients, but the core event conditions (e.g., "trigger when an employee is hired") are locked, aligning with Oracle's design and making A the correct statement.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Alerts Composer: "Event Alerts are based on Oracle-delivered filters and trigger when specific events occur. You can't

modify the triggering criteria."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Configuring Alerts: "Event Alerts use predefined conditions; customization is limited to content and delivery options."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Alerts Enhancements: "Clarifications on Event Alerts and their fixed triggering mechanisms."

NEW QUESTION # 21
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. Home address, area of interest, contact information, profile photo, public message, and background photo
- C. Your answer is incorrect
- D. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- E. About me, contact information, profile photo, public message, favorites, and background photo

Answer: E

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 # 22
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