

# Oracle 1z0-1046-25 Actual Exam | 1z0-1046-25 Valid Exam Format

तारीख : 19-01-2026	पोर्ट 9 सामाजिक विज्ञान	कुल गुण : 109
<b>विभाग - B</b>		
* निये अपेल प्रश्नोंना मध्यमा मुळात जवाब आपो: (ठेक्का 2 गुण)		[44]
<ol style="list-style-type: none"><li>1. माउंट बेटन योजना क्याते रातु येती?</li><li>2. 'आपांक विंड फोर्स'नां गुणो ज्ञानावो.</li><li>3. भारताता लोडोयेने सायमन कमिशननो शा माते विशेष कापो?</li><li>4. भारताता लायकाताने परिसामें भारताते कर्ती कर्ती मुख्य समस्या तस्वीर करवानी की?</li><li>5. डोमिनियन रेटेंस एटेवे शु?</li><li>6. कारखासो आपो : खुलानी कोडीकीने कंडा पुढाना अंतला आरंभ तरीके गशावामां आवे छे.</li><li>7. बिनज्जाडासाठी नीतिनो अर्थ समजावो.</li><li>8. भारत अने रशिया वर्चयेना संलंबोनी संकेपमां यथार्थ करो.</li><li>9. कारखासो आपो : भारतीय संस्कृत ढिगुवी छे.</li><li>10. सांसांगी लायकात कर्ती छे?</li><li>11. कारखासो आपो : राज्यपत्राना कायमी गुण छे.</li><li>12. अमलदृष्टानीना अनिष्टो ज्ञानावो.</li><li>13. कारखासो आपो : सर्वांग्य अद्वालता -पायापीको तरीको निमायुक्त माते कर्ती लायकातो ज्ञानावो?</li><li>14. सर्वांग्य अद्वालता -पायापीको निमायुक्ती लायकाताना ज्ञानावो.</li><li>15. सर्वांग्य अद्वालता -पायापीको निमायुक्ती लायकाताना घोराको वर्णनावो.</li><li>16. वटी अद्वालता -पायापीको नीती लायकातानां घोराको वर्णनावो.</li><li>17. कारखासो आपो : लोकनायकातो आकर्षणातु केन्द्र बनी छे.</li><li>18. उभयर्वा एटेवे शु?</li><li>19. 'हिंदाय भारतातु रक्षण करती कुट्टरी दीवाल छे.' कर्ती रीते?</li><li>20. 'व्यापारी पक्की' विशे समज आपो.</li><li>21. ओक्टोबर वीट एटेवे?</li><li>22. 'ओक्टोबर वीट'नो परिचय आपो.</li></ol>		
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* निये अपेल प्रश्नोंना जवाब आपारे 60 वी 80 संबोद्धां लापो: (ठेक्का 3 गुण)		[57]
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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q70-Q75):

### NEW QUESTION # 70

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A. Workforce Structures work area
- **B. Setup and Maintenance work area**
- C. Enterprise Structures work area
- D. Person Management work area

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

The Setup and Maintenance work area (FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making it the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Setup and Maintenance Overview".

### NEW QUESTION # 71

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role
- **B. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval**
- C. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved
- D. The transaction goes into error because it was not auto-claimed

**Answer: A,B**

Explanation:

In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:

With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

Reference: Oracle Global Human Resources Cloud - Securing HCM, "Approval Rules Configuration" topic.

### NEW QUESTION # 72

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- B. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- C. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- **D. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.**

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

### NEW QUESTION # 73

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

**Answer: A,B,C**

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 # 74

Challenge 1

Manage Legal Addresses

Scenario

An organization has just acquired a company, that manufactures spring hinges for spectacles in Michigan.

You need to create a legal address for this company.

Task Create a legal address for the legal entity using the following details.

900 Main st, Dearborn Heights, Wayne, Michigan 48127.

### Answer:

Explanation:

See the solution in Explanation below.

This task requires creating a legal address for a legal entity in Oracle Global Human Resources Cloud using the Manage Legal Addresses task. The address provided is 900 Main St, Dearborn Heights, Wayne, Michigan 48127, for a company recently acquired by the organization. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

\* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

\* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal addresses. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Addresses task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Address duty role).

\* Verification: Oracle documentation specifies that setup tasks require specific security roles, and the Manage Legal Addresses task is restricted to authorized users.

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) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Addresses task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in the Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Legal Addresses by scrolling or using the search bar (type "Manage Legal Addresses").

Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Addresses to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, positions, and addresses. The Manage Legal Addresses task is specifically designed to create and manage addresses for legal entities. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Addresses under Workforce Structures, and the task is accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Initiate Creation of a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).

This opens the Create Legal Address page for entering address details.

Explanation: The Manage Legal Addresses page displays a searchable list of existing addresses. The Create action starts the process of adding a new address, opening a form where address components can be entered.

Verification: Oracle's UI for managing addresses includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

#### Step 5: Enter the Address Details

Action: On the Create Legal Address page, enter the following details as provided in the scenario:

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter or select Wayne (if a dropdown is available, choose Wayne County; otherwise, type "Wayne").

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Type: Ensure Legal is selected or check the box for legal address usage (may appear as Address Purpose or Usage in some configurations).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Validate Address: Click the Validate button (if available) to verify the address format and accuracy using Oracle's address validation service.

Explanation:

Country, City, State, Postal Code: These are mandatory fields for US addresses, and the values must match the scenario exactly.

Address Line 1: "900 Main St" is the primary address component.

County: Wayne is the county for Dearborn Heights, Michigan, and should be included for accuracy, as it is part of the provided address.

Address Type/Purpose: The address must be designated as a Legal address to meet the scenario's requirement for a legal entity. This may be a checkbox or dropdown, depending on the UI.

Effective Start Date: Oracle uses effective dating for addresses to track validity periods. The current date (04/15/2025) is appropriate unless the acquisition date is specified.

Validation: Oracle's address validation (via third-party services like Loqate or internal rules) ensures the address is correct and formatted properly. If validation fails, manually confirm the details, as "900 Main St, Dearborn Heights, MI 48127" is a valid US address.

Verification: Oracle documentation specifies mandatory fields for US addresses and the availability of validation in the Manage Legal Addresses task. The address format aligns with US standards, and Wayne County is correctly associated with Dearborn Heights.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

#### Step 6: Save the Legal Address

Action:

After entering and validating the address, click Save and Close (or Save if additional actions are needed).

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system, making it available for association with a legal entity. The Save and Close button finalizes the task, while Save allows further edits if needed. Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for address creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

#### Step 7: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

In the search criteria, enter 900 Main St or Dearborn Heights and click Search.

Confirm that the new address appears with the details:

Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

Country: United States

Effective Start Date: 04/15/2025

Address Type: Legal

Explanation: Verification ensures the address was created correctly and is available for use. Searching by address components confirms the record's accuracy and checks for errors in data entry or validation.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Addresses page supports address searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

#### Step 8: Associate the Address with a Legal Entity (Conditional)

#### Action:

If the scenario implies linking the address to a legal entity (as it states "for the legal entity"), navigate to the Manage Legal Entity task in the Workforce Structures functional area.

Search for the legal entity representing the acquired company (e.g., by name or identifier). If it does not exist, create a new legal entity using the Create action, providing details like name, jurisdiction (United States, Michigan), and type.

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Set the address as the Primary Legal Address if required.

Save the changes to the legal entity.

**Explanation:** While the scenario focuses on creating the address, Oracle best practices require associating a legal address with a legal entity for compliance, reporting, and operational use (e.g., tax filings). The Manage Legal Entity task allows linking the address to the entity. If the legal entity is not yet created, additional steps to create it are needed, but the scenario assumes the entity exists or will be set up separately. This step is conditional, as the task explicitly asks for address creation, but it ensures the address serves its intended purpose.

**Verification:** Oracle documentation confirms that legal addresses must be linked to legal entities via the Manage Legal Entity task, and the UI supports address selection.

**Reference:** Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

#### Detailed Explanation

**Purpose of Legal Addresses:** Legal addresses are critical for legal entities, used for regulatory compliance (e.g., tax reporting, legal filings) and operational purposes. The address 900 Main St, Dearborn Heights, Wayne, Michigan 48127 must be accurately recorded to represent the acquired company's location.

**Address Validation:** Oracle integrates with third-party services (e.g., Loqate) or uses internal rules to validate US addresses, ensuring fields like City, State, and Postal Code align. The provided address is valid, with Wayne as the county, which enhances accuracy.

**Effective Dating:** Legal addresses are effective-dated to track changes over time. The effective start date (e.g., 04/15/2025) ensures the address is active from the specified date, supporting historical tracking if the address changes later.

**Redwood Interface:** In the Redwood interface (available in 24C and later), the Manage Legal Addresses page may feature enhanced UI elements (e.g., inline validation, improved search), but the core steps remain identical to the responsive interface.

**Security Considerations:** Only users with roles granting the Manage Legal Address privilege can perform this task. If access is denied, an administrator must assign the appropriate role.

#### Key Considerations

**Accuracy:** The address must be entered exactly as provided (900 Main St, Dearborn Heights, Wayne, Michigan 48127) to avoid validation errors. Typos or missing components (e.g., omitting Wayne County) could cause issues.

**Validation Handling:** If validation fails (e.g., due to service issues), manually confirm the address details, as the provided address is correct per US standards.

**Legal Entity Association:** While not explicitly required by the task, linking the address to a legal entity completes the setup. If the legal entity is undefined, coordinate with the implementation team to create it.

**Audit Trail:** Address creation generates an audit record, traceable via Audit Reports for compliance.

**Time Zone:** The address may prompt for a time zone (e.g., Eastern Time for Michigan). If required, select America/Detroit.

#### Potential Challenges and Solutions

**Access Denied:** If the user lacks the Manage Legal Address privilege, an error occurs. **Solution:** Assign the Application Implementation Consultant role or equivalent via Security Console.

**Validation Failure:** If the address validation service is unavailable or rejects the address, an error may appear. **Solution:** Verify the address manually (it is valid) and proceed, or contact Oracle Support if persistent.

**Existing Address:** If 900 Main St already exists, the system may prevent duplicate creation. **Solution:**

Search for the address first; if it exists, associate it with the legal entity instead of creating a new one.

**Redwood UI Variations:** The Redwood interface may rename buttons (e.g., Create as Add) or reorganize fields. **Solution:** Follow the field labels and ensure all required fields are populated.

#### References

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

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Steps to create legal addresses, including mandatory fields and validation." Section: Legal Entity Configuration: "Associating addresses with legal entities for compliance." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Details on entering and validating address components." Section: Address Validation: "Explains integration with third-party services for address accuracy." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Improved UI for tasks like Manage Legal Addresses." Oracle Fusion

## NEW QUESTION # 75

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