

1z0-1046-25日本語版と英語版、1z0-1046-25勉強方法



Oracle

1Z0-1046-25

Oracle Global Human Resources Cloud 2025
Implementation Professional

QUESTION & ANSWERS

Demo Version

<https://www.oracledumpspdf.com/1Z0-1046-25-exam-questions.html>

P.S. Tech4ExamがGoogle Driveで共有している無料かつ新しい1z0-1046-25ダンプ: https://drive.google.com/open?id=1v947ZTKiYNdoa_oHwd6xw3Ogu3bVaQBY

市場で高い評価を得ている責任ある企業として、スタッフと従業員を厳格な信念を持って訓練し、1z0-1046-25学習教材に関する問題を24時間年中無休で支援しました。私たちとの購入活動を終えたとしても、1z0-1046-25試験問題に関する思いやりのあるサービスを提供しています。そして、1z0-1046-25トレーニングガイドを随時更新します。1z0-1046-25スタディガイドを更新したら、お客様に自動送信します。お支払い後1年間、1z0-1046-25学習準備の更新をお楽しみいただけます。

1z0-1046-25の認定を取得するのが簡単ではないことが心配な場合、1z0-1046-25試験の質問は、お客様のニーズを満たすことができます。一度1z0-1046-25試験資料を使用すれば、時間の浪費を心配する必要はありません。高い効率が私たちの大きな利点です。1z0-1046-25学習教材の練習と統合に20~30時間を費やすだけで、良い結果が得られます。長年の開発プラクティスの後、1z0-1046-25テストトレンドは絶対に最高です。1z0-1046-25試験の資料を選択すると、より良い未来を受け入れることができます。

>> 1z0-1046-25日本語版と英語版 <<

一番優秀な1z0-1046-25日本語版と英語版と更新する1z0-1046-25勉強方法

あなたは転職の状態にあるかもしれませんが、あなた自身のキャリアを持つことは信じられないほど難しいです。それからあなた自身を改善し、不可能な任務を可能にする方法はあなたの優先事項です。1z0-1046-25試験に合格したい場合は、こちらから1z0-1046-25試験準備を行ってください。当社には、1z0-1046-25試験の合格を支援する、権威のある経験豊富なチームがいます。最も有用で有効な1z0-1046-25試験問題を取得できるだけで

なく、1z0-1046-25試験に合格する方法に関する提案を取得することもできます。

Oracle Global Human Resources Cloud 2025 Implementation Professional 認定 1z0-1046-25 試験問題 (Q95-Q100):

質問 # 95

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

- A. The second-level approver might have opted for an ad hoc route.
- B. The second-level approver might have approved the request.
- C. The second-level approver might have rejected the request.
- D. The second-level approver might have executed a pushback on the request.

正解: C、D

解説:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

- * The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
- * The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

- * Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.
- * Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

- * Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.
- * Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

References:

Oracle Help Center, Using Global Human Resources, Chapter: Approvals and Notifications, Topic: Managing Approvals

(<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/using-global-human-resources/index.html>)

Oracle HCM Cloud Documentation, Implementing Global Human Resources, Chapter: Approval Management, Section: Configuring Approval Policies (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/implementing-global-human-resources/index.html>)

Oracle HCM Cloud, Administering Transaction Console, Topic: Approval Workflow Actions (<https://docs.oracle.com/en/cloud/saas/human-resources/25b/global-human-resources/administering-global-human-resources/index.html>)

質問 # 96

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the

transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. When a user tries to use the Promote transaction, the page will error when loading.
- B. Transaction Design Studio configurations always override Page Composer configurations.
- C. Page Composer configurations always override Transaction Design Studio configurations.
- **D. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.**

正解: D

解説:

In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.

Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.

Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies the last change made in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.

Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.

Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.

The correct answer is B, per "Using Global Human Resources" on UI customization tools.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 12: User Interface Configuration.

質問 # 97

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

正解: A

解説:

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.

質問 # 98

Guided Journeys are displayed:

- A. In 72pt. flashing Orbit font
- B. In page or section headers
- **C. Via the employees' "Journeys" tile**
- D. When initiating a Quick Action

正解: C

解説:

Guided Journeys in Oracle Global Human Resources Cloud are interactive processes designed to assist users in completing tasks or

milestones. The "Using Journeys" guide specifies that Guided Journeys are primarily accessed and displayed via the "Journeys" tile on the employee's home page or navigation menu. This tile serves as the entry point for users to view and interact with assigned or available journeys, such as onboarding or career development tasks. Option A (page/section headers) relates more to Contextual Journeys, not Guided ones. Option B (72pt. flashing font) is fictional and not a feature of Oracle HCM. Option C (Quick Action) is a separate feature for initiating transactions, not specifically tied to Guided Journeys. Therefore, Option D is the correct answer. Reference:Oracle Global Human Resources Cloud - Using Journeys, "Accessing Guided Journeys" topic.

質問 # 99

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- B. 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
- C. The tool creates a structure of divisions that may then be manipulated by the administrator
- D. The tool creates a structure of divisions, legal entities, business units, and departments
- E. It is an interview-based tool that guides through the process of setting up a basic enterprise structure

正解: A、B、E

解説:

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.

質問 # 100

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いまOracleの1z0-1046-25認定試験に関連する優れた資料を探すのに苦悩しているのですか。もうこれ以上悩む必要がないですよ。ここにはあなたが最も欲しいものがありますから。受験生の皆さんの要望に答えるように、Tech4Examは1z0-1046-25認定試験を受験する人々のために特に効率のあがる勉強法を開発しました。受験生の皆さんはほとんど仕事しながら試験の準備をしているのですから、大変でしょう。試験に準備するときにはあまり多くの時間を無駄にすることを避けるように、Tech4Examは短時間の勉強をするだけで試験に合格することができる1z0-1046-25問題集が用意されています。この問題集には実際の試験に出る可能性のあるすべての問題が含まれています。従って、この問題集を真面目に学ぶ限り、1z0-1046-25認定試験に合格するのは難しいことはありません。

1z0-1046-25勉強方法: <https://www.tech4exam.com/1z0-1046-25-pass-shiken.html>

また、Oracle 1z0-1046-25勉強方法テストクイズは進歩に役立つことがわかります、当社は才能の選択にかなり慎重であり、夢の1z0-1046-25認定の取得を支援するために、専門知識とスキルを備えた従業員を常に雇用しています、Oracle 1z0-1046-25日本語版と英語版 あなたが試験に合格することにヘルプをあげられますから、Oracle 1z0-1046-25日本語版と英語版 内容は同じですが、さまざまな形式が実際にお客様に多くの利便性をもたらします、Oracle 1z0-1046-25日本語版と英語版 この問題集をミスすればあなたの大きな損失ですよ、Oracle 1z0-1046-25日本語版と英語版 時には、進める小さなステップは人生の中での大きなステップとするかもしれません。

しかも無断で一流企業に乗り込み、警備員の制止を振り切った挙句、女性社員の腕を掴んで詰問す1z0-1046-25など、もう犯罪者の域に達している、当然のことながら、去年は機関への信頼にとって良い年ではありませんでした、また、Oracleテストクイズは進歩に役立つことがわかります。

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