최신버전1z0-1046-25시험대비최신버전덤프자료완벽한 덤프문제

참고: ITDumpsKR에서 Google Drive로 공유하는 무료, 최신 1z0-1046-25 시험 문제집이 있습니다: https://drive.google.com/open?id=1Ugu5_mAZOWg6dULfFUyNTGRl_P6xuXYP

ITDumpsKR에서 출시한 Oracle인증 1z0-1046-25덤프는 실제시험문제 커버율이 높아 시험패스율이 가장 높습니다. Oracle인증 1z0-1046-25시험을 통과하여 자격증을 취득하면 여러방면에서 도움이 됩니다. ITDumpsKR에서 출시한 Oracle인증 1z0-1046-25덤프를 구매하여Oracle인증 1z0-1046-25시험을 완벽하게 준비하지 않으실래요? ITDumpsKR 의 실력을 증명해드릴게요.

ITDumpsKR의 제품들은 모두 우리만의 거대한 IT업계엘리트들로 이루어진 그룹 즉 관련업계에서 권위가 있는 전문 가들이 자기만의 지식과 지금까지의 경험으로 최고의 IT인증관련자료를 만들어냅니다. ITDumpsKR의 문제와 답은 정확도 적중률이 아주 높습니다. 우리의 덤프로 완벽한Oracle인증1z0-1046-25시험대비를 하시면 되겠습니다. 이렇 게 어려운 시험은 우리Oracle인증1z0-1046-25덤프로 여러분의 고민과 꿈을 한방에 해결해드립니다.

>> 1z0-1046-25시험대비 최신버전 덤프자료 <<

시험준비에 가장 좋은 1z0-1046-25시험대비 최신버전 덤프자료 최신버전 덤프데모문제 다운로드

ITDumpsKR의 경험이 풍부한 전문가들이Oracle 1z0-1046-25인증시험관련자료들을 계획적으로 페펙트하게 만들었

최신 Oracle Global Human Resources Cloud 1z0-1046-25 무료샘플문제 (Q104-Q109):

질문 # 104
Geography framework in HCM Cloud is used for the following purpose:

- A. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- B. To define all work locations for your organization
- C. To determine the address fields that display on a page when entering an address

정답：A

설명：
Full Detailed in Depth Explanation:
The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, makingAthe correct answer.
Reference:Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

질문 # 105
As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are employees allowed to directly make on their own My Public Info page that all users with access to view their Public Spotlight can see?

- A. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information
- B. About me, contact information, profile photo, public message, favorites, and background photo
- C. Home address, area of interest, contact information, profile photo, public message, and background photo
- D. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information

정답：D

설명：
In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).
Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.
Reference:Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

질문 # 106
The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

- A. Use the Default Grade Rates that are available upon creating grades.
- B. First add the rates for each step, then add the grade to a grade ladder.
- C. Add the rates separately using the Manage Grade Rates task.
- D. First add the grade to a grade ladder, then add the rates for each step.

- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

정답：C,E

설명：
In Oracle Global Human Resources Cloud, grade rates define the pay values associated with grades, which can be set up with or without steps. When grades are created without steps (i.e., flat grades rather than grade ladders with progression steps), you can still assign rates to them. The system provides multiple methods to achieve this, and the question asks for two correct options.
Option A: Default grade rates are not automatically available upon creating grades unless predefined during initial setup. The system does not inherently provide "default grade rates" for every grade unless explicitly configured, making this option incorrect for grades without steps.
Option B: Adding a grade to a grade ladder implies the grade is part of a stepped structure. However, the question specifies that the grades were created without steps, so this option is not applicable as it assumes a grade ladder with steps exists or needs to be created, which contradicts the scenario.
Option C: The "Manage Grade Rates" task allows you to define salary ranges or specific rates for grades independently of grade ladders. For grades without steps, you can use this task to add rates (e.g., minimum, midpoint, maximum) directly to the grade. This is a valid and straightforward method, making it a correct option.
Option D: This option assumes a stepped structure where rates are added for each step before linking to a grade ladder. Since the grades lack steps, this approach is not feasible in this context.
Option E: The "Manage Grades" task allows you to create or edit grades and, during this process, associate grade rates directly (e.g., by linking to a grade rate range). For grades without steps, you can add rates at the time of grade creation or modification, making this a correct option.
Thus, the two correct options are C (using the Manage Grade Rates task) and E (adding rates via the Manage Grades task). This is supported by Oracle documentation in "Implementing Global Human Resources," which details grade and grade rate setup processes.
References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 10:
Grade Structures.

질문 # 107
You have a business requirement to default the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

- A. Enable the Default Business Title field on the Legal Entity HCM Information task, and select Retain User Changes, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.
- B. Enable the Default Business Title field on the Enterprise HCM Information task, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- D. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

정답：C

설명：
Full Detailed in Depth Explanation:
Defaulting the Business Title in Oracle HCM Cloud during assignment updates is controlled by a profile option, not HCM Information tasks.
Option D ("Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change") is correct. The profile option
"ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM" determines how the Business Title is populated in responsive flows (e.g., Change Assignment). Available settings are:
Retain User Changes: Keeps manual edits.
Automatically Update Based on Job Change: Updates from the job title.
Automatically Update Based on Position Change: Updates from the position title. This is detailed in the
"Implementing Global Human Resources" guide under profile options.
Option A and B reference HCM Information tasks, which don't control this feature.
Option C adds "Allow Override if Position Data is Overridden," which is not a valid setting for this profile option.
References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Profile options for employment flows.
"Oracle Human Resources Cloud: Using Global Human Resources" - Assignment updates.

질문 #108

A Human Resources specialist has created a checklist template that includes the category "Offboarding" and the action "Termination." When an employee retires from the organization and their work relationship with the legal employer is terminated, there is no Offboarding Journey or checklist assigned to the retired employee in the Manage Allocated Checklist section. What is the reason?

- A. The checklist template is not enabled for automatic allocation.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. Action Reasons were not defined in the checklist.
- D. Action Type was not defined for the checklist.

정답：B

설명：

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, checklist templates are used to automate tasks, such as offboarding journeys, for employees based on specific events like termination. The scenario describes a situation where an HR specialist created a checklist template categorized as "Offboarding" with the action

"Termination," but no offboarding journey or checklist is assigned to a retired employee after their work relationship is terminated.

The Manage Allocated Checklist section, accessible via the Journeys or Checklist Tasks work areas, displays checklists assigned to employees. The absence of the checklist indicates a mismatch or configuration issue in the template's setup.

Option A: Action Type was not defined for the checklist.

This option is incorrect. In Oracle HCM Cloud, the Action Type is a higher-level classification (e.g., Hire, Termination) that groups actions, but checklist templates are associated with specific Actions (e.g., Termination, Retirement) rather than requiring a separate Action Type definition. The scenario specifies that the checklist includes the action "Termination," implying the action is defined. Oracle documentation does not mandate a distinct Action Type field for checklist templates to trigger allocation, making this option irrelevant.

Extract: "When you create a checklist template, you associate it with an action, such as Hire or Terminate, to trigger the checklist for specific events." (OracleOracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Templates).

Option B: Action Reasons were not defined in the checklist.

This option is incorrect. Action Reasons (e.g., Retirement, Resignation) provide additional context for an action and can be used to filter checklist allocation, but they are not mandatory for checklist assignment. If no action reasons are specified in the checklist template, the checklist should still be allocated based on the action (e.g., Termination) unless specific reasons are configured to restrict it. The scenario does not indicate that the checklist requires specific action reasons, and the lack of an assigned checklist suggests a broader issue with the action itself, not the absence of reasons.

Extract: "You can optionally specify action reasons to filter when a checklist is allocated, but this is not required for the checklist to trigger." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Configuring Checklists).

Option C: The Action associated with the checklist does not match the Action selected during the termination process.

This is the correct answer. In Oracle HCM Cloud, checklist templates are triggered based on the Action selected during an employee's transaction, such as termination. The scenario states the checklist is associated with the action "Termination," but the employee's work relationship is terminated due to retirement. In Oracle, Retirement is a distinct action (with a lookup code like RETIREMENT) separate from Termination (e.

g., VOLUNTARY_TERMINATION). If the HR specialist selected Retirement as the action during the termination process, but the checklist is configured for Termination, the checklist will not be allocated, as the actions do not match. This explains why no offboarding journey or checklist appears in the Manage Allocated Checklist section for the retired employee.

Extract: "The checklist is allocated to a person when the action specified in the checklist template matches the action performed in the transaction. For example, a checklist for Termination won't trigger if the action is Retirement." (Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Checklist Allocation).

Additionally, the 24C What's New documentation clarifies: "Ensure the checklist action aligns with the transaction action to avoid allocation issues." (Oracle Fusion Cloud Human Resources 24C What's New, Section: Journeys and Checklists).

Option D: The checklist template is not enabled for automatic allocation.

This option is incorrect. Checklist templates in Oracle HCM Cloud are enabled for allocation by default when created, provided they are Active and associated with an action. The scenario does not indicate that the template is inactive or disabled for allocation, and the issue is specifically tied to the retirement event not triggering the checklist. If automatic allocation were disabled, the template would not function for any termination actions, but the question focuses on the retirement case, pointing to an action mismatch.

Extract: "Checklist templates are active for allocation unless explicitly disabled or set to inactive status." (Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Checklist Template Setup).

Why this answer?

The key issue is that the employee's termination was processed with the Retirement action, which does not match the Termination action configured in the checklist template. Oracle's checklist allocation logic requires an exact match between the transaction action and the checklist's action, as documented. This mismatch prevents the offboarding journey from being assigned, making C the correct answer. The other options either misalign with Oracle's functionality or do not directly address the retirement-specific issue.

References

Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
Section: Checklist Templates: Details on associating actions with checklists.
Section: Checklist Allocation: Explains how actions trigger checklist assignments.
Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.
com, Published: 2023-12-12
Section: Configuring Checklists: Describes action and action reason configurations.
Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
Section: Journeys and Checklists: Notes on action alignment for checklist triggers.

질문 #109

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ITDumpsKR는 1z0-1046-25시험문제가 변경되면 1z0-1046-25덤프업데이트를 시도합니다. 업데이트가능하면 바로 업데이트하여 업데이트된 최신버전을 무료로 제공해드리는데 시간은 1년동안입니다. 1z0-1046-25시험을 패스하여 자격증을 취득하고 싶은 분들은 ITDumpsKR제품을 추천해드립니다.온라인서비스를 찾아주시면 할인해드릴게요.

1z0-1046-25시험준비: https://www.itdumpskr.com/1z0-1046-25-exam.html

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이다가 까치발을 하고 귓속말로 물었다, 맨 정신으로 어디까지 버틸 수 있을지, 하지만 저희는 수시로 1z0-1046-25시험문제 변경을 체크하여 1z0-1046-25덤프를 가장 최신버전으로 업데이트하도록 최선을 다하고 있습니다.

최신 업데이트된 1z0-1046-25시험대비 최신버전 덤프자료 시험덤프

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- 최신버전 1z0-1046-25시험대비 최신버전 덤프자료 시험덤프공부 □▶ www.itdumpskr.com◀은[1z0-1046-25] 무료 다운로드를 받을 수 있는 최고의 사이트입니다1z0-1046-25퍼펙트 덤프 최신버전
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- shortcourses.russellcollege.edu.au, www.stes.tyc.edu.tw, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, motionentrance.edu.np, wanderlog.com, study.stcs.edu.np, www.stes.tyc.edu.tw, courses.tendertrackers.com, www.stes.tyc.edu.tw, estrategiadedados.evag.com.br, Disposable vapes

그리고 ITDumpsKR 1z0-1046-25 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다: https://drive.google.com/open?id=1Ugu5_mAZOWg6dULfFUyNTGRl_P6xuXYP