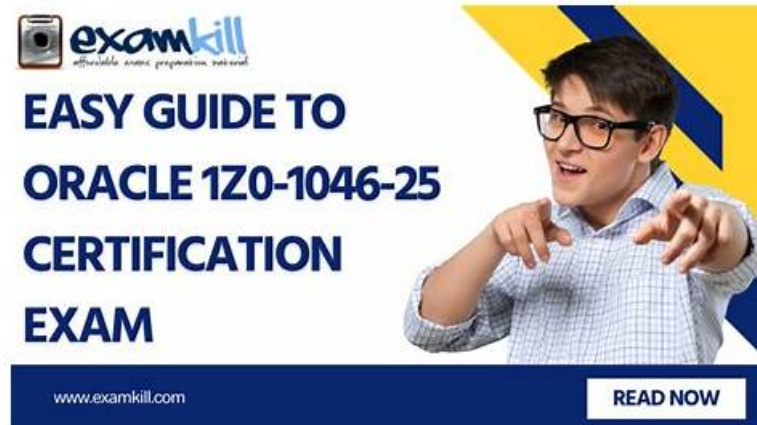


VCE 1z0-1046-25 Exam Simulator - Latest 1z0-1046-25 Exam Duration



What's more, part of that Pass4Test 1z0-1046-25 dumps now are free: <https://drive.google.com/open?id=1FPI2DZZuffzmGFhZ8WFOTxCpxKzfr7y>

Pass4Test is an excellent source of information on IT Certifications. In the Pass4Test, you can find study skills and learning materials for your exam. Pass4Test's Oracle 1z0-1046-25 training materials are studied by the experienced IT experts. It has a strong accuracy and logic. To encounter Pass4Test, you will encounter the best training materials. You can rest assured that using our Oracle 1z0-1046-25 Exam Training materials. With it, you have done fully prepared to meet this exam.

This version is designed especially for those 1z0-1046-25 test takers who cannot go through extensive Oracle 1z0-1046-25 practice sessions due to a shortage of time. Since the Oracle 1z0-1046-25 PDF file works on smartphones, laptops, and tablets, one can use Oracle 1z0-1046-25 dumps without limitations of place and time. Additionally, these Oracle 1z0-1046-25 PDF questions are printable as well.

>> VCE 1z0-1046-25 Exam Simulator <<

Latest 1z0-1046-25 Exam Duration - 1z0-1046-25 Test Objectives Pdf

The Pass4Test offers three formats of study materials for the Oracle Global Human Resources Cloud 2025 Implementation Professional (1z0-1046-25) certification exam preparation. Our product is designed by experts in their respective fields, ensuring that our customers receive the most up-to-date and accurate Oracle 1z0-1046-25 Exam Questions.

Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q140-Q145):

NEW QUESTION # 140

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. January 1, 2023 for Assignment and July 11, 2023 for Person
- **B. June 12, 2023 for Person and Assignment**
- C. August 15, 2023 for Person and June 12, 2023 for Assignment
- D. June 12, 2023 for Person and January 1, 2023 for Assignment

Answer: B

Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes

can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

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

NEW QUESTION # 141

An employee's job description is "Recruiter" as of 01-Jan-2023. This job was updated in the system to

"Consultant" on 01-Feb-2023. The 01-Feb-2023 assignment record is the latest effective-dated employment record in the system.

On 01-Mar-2023, an HR specialist wants to view this employee's previous employment details and searches for them using Global Search. The HR specialist enters the search keyword "Recruiter" along with the effective date value of 31-Jan-2023 because the employee was working as a recruiter on 31-Jan-

2023. The search returns no rows. What is the reason?

- A. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- B. The Person Management page search does not support Job attribute keywords.
- **C. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.**
- D. The Update Person Search Keyword process has failed on 31-Jan-2023 but ran successfully the next day.
- E. The Update Person Search Keyword process has failed on 01-Mar-2023 but ran successfully the previous day.
- F. The Person Management page search does not support date-effective keywords.

Answer: C

Explanation:

The Global Search in Oracle HCM Cloud relies on the "Update Person Search Keyword" process, which maintains a keyword index for person records. This process updates the index with the latest effective-dated attributes (e.g., job) as of the process run date, not historical data tied to specific effective dates. In this case, the employee's job changed from "Recruiter" (effective 01-Jan-2023) to "Consultant" (effective 01-Feb-

2023). By 01-Mar-2023, when the HR specialist searches, the keyword index reflects the latest job ("Consultant") because the process overwrites prior values with the most recent effective-dated record. Thus, searching for "Recruiter" with an effective date of 31-Jan-2023 fails because the historical job isn't preserved in the index—only "Consultant" is searchable.

Option A is incorrect because Job attributes are supported in searches. Options B and D (process failures) lack evidence and don't explain the behavior. Option C is misleading—effective dates aren't associated in the index; they're overwritten. Option E is wrong because date-effective searches are supported, but the index limits results to current data. Option F correctly identifies that the latest job ("Consultant") replaced

"Recruiter" in the keyword record.

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

NEW QUESTION # 142

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave.

When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Transfer
- B. Global Temporary Assignment
- **C. Temporary Assignment**
- D. Global Transfer

Answer: C

Explanation:

Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.

Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.

Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.

Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.

Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same-entity, same-reporting scenario.

The correct answer is B, as per "Using Global Human Resources" on temporary assignments.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7: Employment Transactions.

NEW QUESTION # 143

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Structure Defined, Hierarchy Defined, Validation Defined
- B. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- C. Validation Defined, Hierarchy Defined, Structure Defined
- D. Hierarchy Defined, Structure Defined, Validation Defined

Answer: A

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographies Setup".

NEW QUESTION # 144

Challenge 4

Manage Business Unit

Scenario

An additional business unit is required for the newly acquired company to reflect the business rules and policies that must be enforced within the organization.

Task

Create a Business Unit for the technician group, where:

The Code is X Tech Business Unit

The Default set is COMMON

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a business unit in Oracle Global Human Resources Cloud for the technician group of a newly acquired company. The business unit must have a Code of X Tech Business Unit and a Default Set of COMMON. 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 business units. The user must have permissions to access the Workforce Structures functional area and the Manage Business Unit task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Business Unit duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Business Unit 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 Business Unit task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both 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 Business Unit by scrolling or using the search bar (type "Manage Business Unit").

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

Explanation: The Workforce Structures functional area includes tasks related to organizations, including business units. The Manage Business Unit task is designed to create and manage business units, which enforce business rules and policies. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Business Unit under Workforce Structures, 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 Business Unit.

Step 4: Initiate Creation of a New Business Unit

Action:

On the Manage Business Unit page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface). This opens the Create Business Unit page for entering the business unit details.

Explanation: The Manage Business Unit page displays a searchable list of existing business units. The Create action starts the process of adding a new business unit, opening a form where the code, name, and default set can be specified.

Verification: Oracle's UI for managing business units 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 Business Units.

Step 5: Enter the Business Unit Details

Action: On the Create Business Unit page, enter the following details as provided in the scenario:

Name: Enter X Tech Business Unit.

Code: Enter X Tech Business Unit.

Default Set: Search for and select COMMON.

Click the Search icon (magnifying glass) in the Default Set field.

Enter COMMON in the search criteria and click Search.

Select COMMON and click OK.

Status: Ensure Active is selected (default setting).

Effective Start Date: Enter 04/15/2025 (current date, unless a specific date is required for the technician group).

Description (optional): Enter a description, e.g., "Business unit for X Cloud Vision technician group".

Country: Select United States (based on the company's location in Michigan, as per prior tasks).

Explanation:

Name and Code: In Oracle HCM Cloud, the Name and Code for a business unit are often the same for clarity, and the scenario specifies X Tech Business Unit for the code, which is used as the name as well. The code is a unique identifier in the system.

Default Set: The COMMON set is a predefined reference data set used to share jobs, departments, locations, and grades across multiple business units. Selecting COMMON ensures the technician group's workforce structures are accessible broadly unless restricted later.

Status: Active ensures the business unit is immediately usable for transactions and policies.

Effective Start Date: Oracle uses effective dating for business units to track validity. The current date (04/15/2025) is appropriate unless otherwise specified.

Description: While optional, a description aids in identifying the business unit's purpose, especially for the technician group.

Country: United States aligns with the company's Michigan location, ensuring compliance with regional settings.

Verification: Oracle documentation specifies mandatory fields (Name, Code, Default Set, Country) and optional fields (Description) for business unit creation. The COMMON set is a standard option, and the details align with US-based configurations.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Business Unit Fields.

Step 6: Configure Additional Settings (if prompted)

Action:

Reporting Establishment: If prompted, leave blank or select an existing establishment tied to the legal entity (e.g., X Cloud Vision from Question 143), but this is not required by the scenario.

Manager: If a manager field appears, leave blank, as no manager is specified.

Payroll Statutory Unit: If prompted, leave blank, as the PSU is handled by the legal entity (X Cloud Vision) per Question 143.

Explanation:

Reporting Establishment: Business units may link to establishments for reporting, but the scenario does not require this.

Manager: Assigning a manager is optional and not specified here.

Payroll Statutory Unit: The PSU is already set at the legal entity level, so no additional PSU configuration is needed for the business unit.

Verification: Oracle documentation confirms that fields like Reporting Establishment are optional, and PSU settings are typically managed at the legal entity level.

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

Business Unit Configurations.

Step 7: Save the Business Unit

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the business unit.

Explanation: Saving creates the business unit in the system, making it available for enforcing business rules and policies for the technician group. The Save and Close button finalizes the task, while Save allows additional configurations if needed. Oracle validates mandatory fields before saving.

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

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Business Units.

Step 8: Verify the Business Unit Creation

Action:

Return to the Manage Business Unit page.

In the search criteria, enter X Tech Business Unit and click Search.

Confirm that the new business unit appears with the details:

Name: X Tech Business Unit

Code: X Tech Business Unit

Default Set: COMMON

Status: Active

Effective Start Date: 04/15/2025

Country: United States

Description (if entered): Business unit for X Cloud Vision technician group
Explanation: Verification ensures the business unit was created correctly and is ready to enforce rules for the technician group. Searching by name or code confirms the record's accuracy and checks for errors in data entry.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Business Unit page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Business Units.

Step 9: Prepare for Business Rules and Policies (Optional)

Action:

Note that the X Tech Business Unit can now be used in tasks like Manage HCM Role Provisioning Rules, Manage Approval Policies, or Manage Data Access to define specific rules and policies for the technician group.

For example, assign the business unit to specific departments or jobs in the Manage Departments or Manage Jobs tasks to align with the technician group's scope.

Explanation: The scenario mentions enforcing business rules and policies, which occurs after business unit creation in separate tasks. The X Tech Business Unit is now available for these configurations, ensuring the technician group operates under tailored settings (e.g., approval workflows, data access). This step is optional, as the task focuses on creation, but it highlights the business unit's purpose.

Verification: Oracle documentation confirms that business units are used to scope rules and policies, and the created unit will appear in relevant setup tasks.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Using Business Units.

Detailed Explanation

Purpose of Business Units: Business units organize business functions (e.g., HR, payroll, approvals) and enforce rules and policies. The X Tech Business Unit ensures the technician group operates under specific settings, supporting the acquired company's integration.

Default Set (COMMON): The COMMON set allows the business unit to share jobs, departments, locations, and grades across the

enterprise, reducing setup complexity unless isolation is needed (e.g., via XTECH from Question 144). This aligns with broad accessibility for the technician group.

Code and Name: The Code (X Tech Business Unit) is a unique system identifier, and the Name matches for consistency, as is common in Oracle HCM configurations.

Country Context: United States ties the business unit to the company's Michigan operations, ensuring compliance with regional settings.

Redwood Interface: In the Redwood interface (24C and later), the Manage Business Unit page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the business unit is active, supporting future changes if the technician group's scope evolves.

Key Considerations

Accuracy: The Code and Name (X Tech Business Unit) and Default Set (COMMON) must be entered exactly as specified to ensure system recognition and alignment with the scenario.

Uniqueness: The Code must be unique. If X Tech Business Unit exists, an error occurs, requiring a unique code.

Default Set Availability: The COMMON set is a standard Oracle set. If not found, it indicates a configuration issue, as COMMON is always available.

Security: Only users with the Manage Business Unit privilege can perform this task. Role mismatches require administrative intervention.

Policy Setup: The business unit is ready for rule enforcement, but additional tasks (e.g., approval policies) are needed to fully implement the scenario's intent.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Business Unit privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Duplicate Code: If X Tech Business Unit already exists, the system prevents saving. Solution: Search for the code first; if it exists, coordinate with the implementation team to resolve conflicts or use a different code.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create) or layouts. Solution: Follow field prompts and ensure Code and Default Set are completed.

COMMON Set Not Found: If COMMON is missing, it may indicate a corrupted setup. Solution: Verify set availability in Manage Reference Data Sets or contact Oracle Support.

Country Selection: If United States is not selected, regional settings may misalign. Solution: Confirm United States to match the Michigan context.

References

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

oracle.com, Published: 2023-12-12

Section: Manage Business Unit: "Steps to create business units, including code, name, and default set." Section: Business Units in

Workforce Structures: "Explains how business units enforce rules and policies." Oracle Global Human Resources Cloud: Using

Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Business Units: "Details on configuring business units for organizational functions." Section: Reference Data Sets:

"Use of COMMON set for shared data access." 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 business unit management." Oracle Fusion Cloud

Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Enhanced support for business unit configurations."

NEW QUESTION # 145

.....

Our company is widely acclaimed in the industry, and our 1z0-1046-25 learning dumps have won the favor of many customers by virtue of their high quality. Started when the user needs to pass the qualification test, choose the 1z0-1046-25 real questions, they will not have any second or even third backup options, because they will be the first choice of our practice exam materials. Our 1z0-1046-25 practice guide is devoted to research on which methods are used to enable users to pass the test faster. Therefore, through our unremitting efforts, our 1z0-1046-25 Real Questions have a pass rate of 98% to 100%. Therefore, our company is worthy of the trust and support of the masses of users, our 1z0-1046-25 learning dumps are not only to win the company's interests, especially in order to help the students in the shortest possible time to obtain qualification certificates.

Latest 1z0-1046-25 Exam Duration: <https://www.pass4test.com/1z0-1046-25.html>

