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## 1z0-1046-25 Practice Exam Questions, Certified 1z0-1046-25 Questions

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q94-Q99):

### NEW QUESTION # 94

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 grade to a grade ladder, then add the rates for each step.
- C. Add the rates at the same time as when you add the grade using the Manage Grades task.
- D. Add the rates separately using the Manage Grade Rates task.
- E. First add the rates for each step, then add the grade to a grade ladder.

**Answer: C,D**

Explanation:

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.

#### NEW QUESTION # 95

In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Opt in to the Offering and Product areas you will be implementing
- B. Configure your legal entities
- C. Create additional Implementer User Profiles

**Answer: A**

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation.

The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, making C the correct answer.

Reference: Oracle HCM Cloud: Getting Started with Your Implementation, "Initial Setup Steps".

#### NEW QUESTION # 96

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. Time Sheet
- B. Contract Data

- C. Standard Working Hours
- D. Calendar Events
- E. Absences

**Answer: C,D,E**

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 # 97

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

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

**Answer: B**

Explanation:

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, making it the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

### NEW QUESTION # 98

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- **B. Use Organization Hierarchy as the Hierarchy type for the calendar event.**
- C. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.
- D. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- E. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.

**Answer: B**

Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

The correct answer is E, per "Using Global Human Resources" on calendar event setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

### NEW QUESTION # 99

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