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## Oracle

### 1Z0-1046-25

Oracle Global Human Resources Cloud 2025  
Implementation Professional  
**QUESTION & ANSWERS**

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q108-Q113):

### NEW QUESTION # 108

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. Contract Data
- D. Time Sheet
- E. Calendar Events

**Answer: A,B,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:

### NEW QUESTION # 109

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

- A. The tool creates a structure of divisions that may then be manipulated by the administrator
- **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, legal entities, business units, and reference data sets**
- 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**

**Answer: B,C,E**

Explanation:

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.

### NEW QUESTION # 110

In order for a worker to complete a checklist item before their hire date, the following must be done?

- A. The worker must have been added as an applicant in Recruiting Cloud
- **B. The worker must be added as a Pending Worker with an effective date equal to or less than the system date and a future hire date**
- C. The worker needs to be added as an Employee with a future hire date

**Answer: B**

Explanation:

Checklists in Oracle Global Human Resources Cloud can be assigned to workers before their official hire date, typically during onboarding. The "Using Global Human Resources" guide under "Checklists and Onboarding" explains that for a worker to access and complete checklist tasks prior to their hire date, they must be added as a Pending Worker. A Pending Worker record requires an effective date (start date of the record) that is equal to or earlier than the current system date, allowing system access, and a future hire date (when they transition to an Employee). This setup enables pre-hire tasks, such as completing forms, to be actioned. Option A (applicant in Recruiting Cloud) doesn't grant HCM access, and Option B (Employee with future hire date) doesn't allow pre-hire task completion before the hire date is effective. Option C is precise and correct.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Pending Workers and Checklists" section.

### NEW QUESTION # 111

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Select Allow All Participants To Route Task To Other Participants.
- B. Deselect Allow Participants To Edit Future Participants.
- C. Select Allow Participants To Edit Future Participants.
- **D. Change the Task Aggregation configuration to Once Per Task.**
- E. Change the value of Complete Task Immediately When Participant Chooses to Approve.

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.

Option A: Routing to other participants doesn't address duplicate notifications for the same approver.

Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.

Option C: Immediate completion affects task closure timing, not notification frequency.

Option D: Editing future participants doesn't control notification aggregation.

Option E: Allowing edits to future participants is unrelated to duplicate notifications.

The correct answer is B, as per "Using Global Human Resources" on BPM approval configuration.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

### NEW QUESTION # 112

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

**Answer: C**

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 # 113

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