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## Free PDF Quiz Oracle - 1z0-1046-25 - Oracle Global Human Resources Cloud 2025 Implementation Professional Test Review

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q80-Q85):

### NEW QUESTION # 80

Your organization needs to download a large number of document record and their attachments for specific document type (degree or certificate). If you want to limit the mass download to only this document type, how would you configure it in HCM Cloud: Global Human Resources?

- A. On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate.
- B. Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate.
- C. Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate.

Answer: A

Explanation:

The organization needs to download a large number of document records and their attachments for specific document types (Degree or Certificate) and limit the mass download to only these types. The question asks how to configure this in Oracle HCM Cloud.

\* Option A: On the Document Type setup page, select the "permitted for mass download" field on the document type of Degree or Certificate. This is the correct answer. Oracle HCM Cloud allows mass download of document records and attachments via the Document Records page or related processes. To restrict downloads to specific document types, the Manage Document Types task includes a Permitted for Mass Download field (introduced in recent releases, e.g., 24C). By enabling this field for the Degree and Certificate document types, you ensure that only records of these types are included in mass download operations, meeting the requirement to limit the scope.

\* Option B: Configure the "HCM Flow and Document Type Mapping" section on the HCM Data Loader Template setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The HCM Data Loader (HDL) is used for importing and exporting data, including document records, but it does not have an HCM Flow and Document Type Mapping section specifically for configuring mass downloads. While HDL supports document record imports, the configuration for mass download restrictions is managed at the document type level, not through HDL templates, making this option invalid.

\* Option C: Configure the "HCM Flow and Document Type Mapping" section on the Enterprise HCM Information setup page by adding a row for permitted document type, and select Degree or Certificate. This option is incorrect. The Enterprise HCM Information task configures enterprise-level settings (e.g., working hours, person number generation), but it does not include an HCM Flow and Document Type Mapping section or any settings for document type download restrictions. Mass download permissions are controlled via document type setup, not enterprise settings, ruling out this option.

\* Why this answer? The Permitted for Mass Download field on the Document Type setup page directly controls which document types can be included in mass download operations, ensuring that only Degree and Certificate records are downloaded. This aligns with Oracle's configuration model for document management, making A the correct choice.

References

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Manage Document Types: "Configure the Permitted for Mass Download field to restrict which document types can be downloaded in bulk."

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: Document Records Enhancements: "Added Permitted for Mass Download option to limit bulk downloads to specific document types."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Document Management: "Details on configuring document types for mass operations."

## NEW QUESTION # 81

Select three correct Workforce Structure definitions.

- A. Geography
- B. Country
- C. Location
- D. Facility
- E. Department
- F. Division

**Answer: C,E,F**

Explanation:

Workforce Structures in Oracle Global Human Resources Cloud define organizational and operational entities.

Option A: Facility is not a standard workforce structure; it might be a custom term.

Option B: Geography is part of the geography hierarchy, not a workforce structure.

Option C: Correct. Division is a workforce structure for grouping operations (e.g., Line of Business).

Option D: Correct. Department is a workforce structure for organizational units.

Option E: Country is a geography element, not a workforce structure.

Option F: Correct. Location is a workforce structure defining physical work sites.

The correct answers are C, D, and F, per "Implementing Global Human Resources" on workforce structures.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 2: Enterprise Structures.

### NEW QUESTION # 82

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- B. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- **C. Business Unit, Location, Position, Action, and Worker Type**
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

**Answer: C**

Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location). Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

Reference: Oracle Global Human Resources Cloud - Implementing Global Human Resources, "Transaction Design Studio Criteria" section.

### NEW QUESTION # 83

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Reporting Establishment
- B. Legal Entity
- C. Division
- D. Enterprise
- E. Business Unit
- **F. Department**

**Answer: F**

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

Option E ("Division") is a higher-level grouping for reporting and does not capture these specific attributes.

Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Workforce Structures, section on Departments.

"Oracle Human Resources Cloud: Using Workforce Structures" - Department configuration details.

### NEW QUESTION # 84

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 departments
- D. The tool creates a structure of divisions, legal entities, business units, and reference data sets
- E. It is an interview-based tool that guides through the process of setting up a basic enterprise structure

**Answer: B,D,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 # 85

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