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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q137-Q142):

NEW QUESTION # 137

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. He has to configure new approval routing policies.
- B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- C. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- **D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.**

Answer: D

Explanation:

Oracle HCM Cloud's BPM Worklist allows users to set Vacation Rules(also called delegation rules) under the Preferences section

of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.

Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests-it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.

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

NEW QUESTION # 138

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task.

As an implementation consultant, how do you achieve this?

- A. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.
- **B. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.**
- C. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.

Answer: B

Explanation:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Jobs task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Jobs task or imported via HCM Data Loader with predefined values.

For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually.

If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per

24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

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

* Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."

* Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."

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

* Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."

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

* Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."

* Oracle Support Portal, Document ID: docs.oracle.com

* Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

NEW QUESTION # 139

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. June 12, 2015
- B. January 1, 2015
- C. August 15, 2015
- D. July 11, 2015

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.

Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change. As of August 15, 2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.

Option C: January 1, 2015, is the hire date and the initial effective start date of the person record. However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.

Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.

The correct answer is B, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 8: Person Management.

NEW QUESTION # 140

Challenge 1

Manage Legal Addresses

Scenario

An organization has just acquired a company, that manufactures spring hinges for spectacles in Michigan.

You need to create a legal address for this company.

Task Create a legal address for the legal entity using the following details.

900 Main st, Dearborn Heights, Wayne, Michigan 48127.

Answer:

Explanation:

See the solution in Explanation below.

This task requires creating a legal address for a legal entity in Oracle Global Human Resources Cloud using the Manage Legal Addresses task. The address provided is 900 Main St, Dearborn Heights, Wayne, Michigan 48127, for a company recently acquired by the organization. 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 legal addresses. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Addresses task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Address duty role).

* Verification: Oracle documentation specifies that setup tasks require specific security roles, and the Manage Legal Addresses 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 Legal Addresses task.

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

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

Explanation: The Workforce Structures functional area includes tasks related to organizations, positions, and addresses. The Manage Legal Addresses task is specifically designed to create and manage addresses for legal entities. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Addresses under Workforce Structures, and the task is 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 Legal Addresses.

Step 4: Initiate Creation of a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).

This opens the Create Legal Address page for entering address details.

Explanation: The Manage Legal Addresses page displays a searchable list of existing addresses. The Create action starts the process of adding a new address, opening a form where address components can be entered.

Verification: Oracle's UI for managing addresses 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 Legal Addresses.

Step 5: Enter the Address Details

Action: On the Create Legal Address page, enter the following details as provided in the scenario:

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter or select Wayne (if a dropdown is available, choose Wayne County; otherwise, type "Wayne").

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Type: Ensure Legal is selected or check the box for legal address usage (may appear as Address Purpose or Usage in some configurations).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Validate Address: Click the Validate button (if available) to verify the address format and accuracy using Oracle's address validation service.

Explanation:

Country, City, State, Postal Code: These are mandatory fields for US addresses, and the values must match the scenario exactly.

Address Line 1: "900 Main St" is the primary address component.

County: Wayne is the county for Dearborn Heights, Michigan, and should be included for accuracy, as it is part of the provided address.

Address Type/Purpose: The address must be designated as a Legal address to meet the scenario's requirement for a legal entity. This may be a checkbox or dropdown, depending on the UI.

Effective Start Date: Oracle uses effective dating for addresses to track validity periods. The current date (04/15/2025) is appropriate unless the acquisition date is specified.

Validation: Oracle's address validation (via third-party services like Loqate or internal rules) ensures the address is correct and formatted properly. If validation fails, manually confirm the details, as "900 Main St, Dearborn Heights, MI 48127" is a valid US address.

Verification: Oracle documentation specifies mandatory fields for US addresses and the availability of validation in the Manage Legal Addresses task. The address format aligns with US standards, and Wayne County is correctly associated with Dearborn Heights.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Legal Address

Action:

After entering and validating the address, click Save and Close (or Save if additional actions are needed).

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system, making it available for association with a legal entity. The Save and Close button finalizes the task, while Save allows further edits if needed. Oracle validates mandatory fields before saving.

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

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Verify the Address Creation

Action:

Return to the Manage Legal Addresses page.

In the search criteria, enter 900 Main St or Dearborn Heights and click Search.

Confirm that the new address appears with the details:

Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

Country: United States

Effective Start Date: 04/15/2025

Address Type: Legal

Explanation: Verification ensures the address was created correctly and is available for use. Searching by address components confirms the record's accuracy and checks for errors in data entry or validation.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Addresses page supports address searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

Step 8: Associate the Address with a Legal Entity (Conditional)

Action:

If the scenario implies linking the address to a legal entity (as it states "for the legal entity"), navigate to the Manage Legal Entity task in the Workforce Structures functional area.

Search for the legal entity representing the acquired company (e.g., by name or identifier). If it does not exist, create a new legal entity using the Create action, providing details like name, jurisdiction (United States, Michigan), and type.

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Set the address as the Primary Legal Address if required.

Save the changes to the legal entity.

Explanation: While the scenario focuses on creating the address, Oracle best practices require associating a legal address with a legal entity for compliance, reporting, and operational use (e.g., tax filings). The Manage Legal Entity task allows linking the address to the entity. If the legal entity is not yet created, additional steps to create it are needed, but the scenario assumes the entity exists or will be set up separately. This step is conditional, as the task explicitly asks for address creation, but it ensures the address serves its intended purpose.

Verification: Oracle documentation confirms that legal addresses must be linked to legal entities via the Manage Legal Entity task, and the UI supports address selection.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

Detailed Explanation

Purpose of Legal Addresses: Legal addresses are critical for legal entities, used for regulatory compliance (e.g., tax reporting, legal filings) and operational purposes. The address 900 Main St, Dearborn Heights, Wayne, Michigan 48127 must be accurately recorded to represent the acquired company's location.

Address Validation: Oracle integrates with third-party services (e.g., Loqate) or uses internal rules to validate US addresses, ensuring fields like City, State, and Postal Code align. The provided address is valid, with Wayne as the county, which enhances accuracy.

Effective Dating: Legal addresses are effective-dated to track changes over time. The effective start date (e.g., 04/15/2025) ensures the address is active from the specified date, supporting historical tracking if the address changes later.

Redwood Interface: In the Redwood interface (available in 24C and later), the Manage Legal Addresses page may feature enhanced UI elements (e.g., inline validation, improved search), but the core steps remain identical to the responsive interface.

Security Considerations: Only users with roles granting the Manage Legal Address privilege can perform this task. If access is denied, an administrator must assign the appropriate role.

Key Considerations

Accuracy: The address must be entered exactly as provided (900 Main St, Dearborn Heights, Wayne, Michigan 48127) to avoid validation errors. Typos or missing components (e.g., omitting Wayne County) could cause issues.

Validation Handling: If validation fails (e.g., due to service issues), manually confirm the address details, as the provided address is correct per US standards.

Legal Entity Association: While not explicitly required by the task, linking the address to a legal entity completes the setup. If the legal entity is undefined, coordinate with the implementation team to create it.

Audit Trail: Address creation generates an audit record, traceable via Audit Reports for compliance.

Time Zone: The address may prompt for a time zone (e.g., Eastern Time for Michigan). If required, select America/Detroit.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Address privilege, an error occurs. Solution: Assign the Application Implementation Consultant role or equivalent via Security Console.

Validation Failure: If the address validation service is unavailable or rejects the address, an error may appear. Solution: Verify the address manually (it is valid) and proceed, or contact Oracle Support if persistent.

Existing Address: If 900 Main St already exists, the system may prevent duplicate creation. Solution:

Search for the address first; if it exists, associate it with the legal entity instead of creating a new one.

Redwood UI Variations: The Redwood interface may rename buttons (e.g., Create as Add) or reorganize fields. Solution: Follow the field labels and ensure all required fields are populated.

References

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

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Steps to create legal addresses, including mandatory fields and validation." Section: Legal Entity Configuration: "Associating addresses with legal entities for compliance." Oracle Global Human Resources Cloud: Using Global

Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Details on entering and validating address components." Section: Address Validation: "Explains integration with third-party services for address accuracy." 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 tasks like Manage Legal Addresses." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published:

2025-03-20

Section: Workforce Structures: "Continued enhancements for address management.

NEW QUESTION # 141

When an HR specialist searches for Awards and Honors, such as "PhD," the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who have Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. HR does not have access to the "Experience and Qualification" card.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.
- C. HR has access to Oracle Global Human Resources Cloud department.
- **D. Areas of expertise is public information.**
- E. HR does not have access to other departments where employees are "PhD."

Answer: D

Explanation:

In Oracle HCM Cloud's Person Gallery, search results depend on data visibility and security: Awards and Honors (e.g., "PhD") are restricted by the HR specialist's area of responsibility (AOR), typically limited to direct reports unless broader access is granted. Areas of Expertise (e.g., "Oracle Global Human Resources Cloud") are designated as public information by default, visible to all users with Person Gallery access, regardless of AOR, unless explicitly restricted via security profiles.

Option A is incorrect—the "Experience and Qualification" card is accessible but scoped to AOR. Option B misattributes the issue to departments—visibility is AOR-based. Option D (sensitive keyword) lacks evidence. Option E (department access) is irrelevant.

Option C correctly identifies areas of expertise as public, explaining the broader search results per Oracle's security model.

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

NEW QUESTION # 142

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