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1Z0-1046-24

QUESTION: 6

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction. Now that you have created the rule, how do you test it?

Option A :

Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Option B : Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Option C : While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.

Option D : Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Correct Answer: C

QUESTION: 7

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically". Identify the option that relates to this intended behavior.

Option A : Person Number at the Enterprise Level is set to Manual.

Option B : Person Number at the Enterprise Level is set to Automatic before submission.

Option C : Person Number at the Enterprise Level is set to Automatic after final save.

Option D : Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q151-Q156):

NEW QUESTION # 151

Which of the following statuses allows for additional values to be created?

- A. Payroll Status
- **B. Assignment Status**
- C. HR Status

Answer: B

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended). Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Assignment Status Configuration".

NEW QUESTION # 152

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which two statements are true about actions? (Choose two.)

- A. An action must always have an action reason associated
- **B. Actions can be accessed via Smart Navigator, and available actions are based on the security access**
- **C. User-defined actions can be created and linked to predefined action types**
- D. Only one action can be associated with an action type

Answer: B,C

Explanation:

Per the "Managing Workforce Records" guide:

Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).

Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based

permissions).

Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

Reference: Oracle Global Human Resources Cloud - Managing Workforce Records, "Actions Configuration" section.

NEW QUESTION # 153

A manager returned from the U.S. Subsidiary to their source location, the U.K. Subsidiary, after a period of three months. What should a Human Resources representative do to reinstate the manager's records in the source legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- **B. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date.**
- C. Create another assignment with the return date as the effective date.
- D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Answer: B

Explanation:

Full Detailed in Depth Explanation:

For temporary assignments across legal employers (e.g., U.S. to U.K. Subsidiary), Oracle HCM Cloud provides the Global Temporary Assignment feature.

Option D ("Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date") is correct. When a manager returns from a temporary assignment, the HR representative uses the "End Global Temporary Assignment" action, specifying the return date. This automatically terminates the temporary assignment and reinstates the original assignments in the source legal employer (U.K. Subsidiary), as per the "Using Global Human Resources" guide.

Option A (Descriptive Flexfield) is a custom workaround, not a standard process.

Option B is incorrect; entering a date alone doesn't trigger reinstatement.

Option C (new assignment) bypasses the temporary assignment framework.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Temporary Assignment process.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment actions.

NEW QUESTION # 154

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type > Create a new action reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- **D. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.**
- E. Create a new action > Create a new reason and use it during termination.

Answer: D

Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need a custom action and action reason:

Create a new action (e.g., "Voluntary Exit") via Manage Actions.

Associate it with an existing action type (e.g., "Termination") to categorize it correctly.

Create a new action reason (e.g., "Personal Reasons") and link it to the action, then use it during termination transactions.

This sequence enables reporting via tools like OTBI. Option B skips the action, limiting granularity. Options C and D create a new action type, which is unnecessary-existing types suffice. Option E misses associating the action with a type. Option A follows Oracle's recommended process for detailed tracking.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Actions Framework section.

NEW QUESTION # 155

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. Educational establishment
- B. Content library
- C. Content subscriber
- **D. Instance qualifier**
- E. Rating model

Answer: D

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.

Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.

Option A ("Content library") stores competency definitions, not rating instances.

Option B ("Educational establishment") is unrelated to ratings.

Option C ("Rating model") defines the scale, not the instance.

Option D ("Content subscriber") relates to content sharing, not ratings.

References:

"Oracle Global Human Resources Cloud: Implementing Talent Management Base" - Competency framework and instance qualifiers.

"Oracle Human Resources Cloud: Using Talent Management" - Competency ratings.

NEW QUESTION # 156

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