

1z0-1046-24 - High Pass-Rate Oracle Global Human Resources Cloud 2024 Implementation Professional Flexible Testing Engine



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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Administering People Management: This section of the exam measures the skills of HR Administrators and covers managing workforce data, maintaining worker directories, and configuring employment-related information. It includes an overview of the Person and Employment Model, workforce lifecycle management, and configuring self-service options for employees and managers. Candidates are also expected to configure directory searches and set up HCM Cloud using the Experience Design Studio.
Topic 2	<ul style="list-style-type: none">• Managing Workflows, Approvals, and Notifications: This section of the exam measures the skills of HR System Administrators and focuses on automating HR approvals and communication. It includes defining approval policies, configuring rules and approver types, and deploying notifications to facilitate seamless workflow execution. Candidates will also learn to write policies for approval transactions and use Alerts Composer to enhance communication through system-generated notifications.
Topic 3	<ul style="list-style-type: none">• Configuring Checklists, Schedules, Trees, and Journeys: This section of the exam measures the skills of HR Specialists and covers setting up key HR processes such as onboarding, task tracking, and workflow automation. It involves creating checklists for employment transitions, defining work schedules, configuring profile options, and managing calendar events and trees for reporting and approval purposes. Additionally, it includes setting up Journeys to streamline employee and personal events.

Topic 4	<ul style="list-style-type: none"> • Defining Workforce Structures: This section of the exam measures the skills of Workforce Planning Analysts and focuses on structuring an organization's workforce. It includes creating organizations, divisions, and legal entities, defining geographies, and setting up enterprise structures. The section also covers configuring workforce attributes such as grades, jobs, and positions while ensuring the system aligns with business needs through effective dating and enterprise HCM settings.
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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q10-Q15):

NEW QUESTION # 10

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. June 12, 2023 for Person and January 1, 2023 for Assignment
- B. January 1, 2023 for Assignment and July 11, 2023 for Person
- **C. June 12, 2023 for Person and Assignment**
- D. August 15, 2023 for Person and June 12, 2023 for Assignment

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

NEW QUESTION # 11

During implementation, a two-tier employment model with multiple assignments has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- **A. The client can change from any two-tier option to another at any point in time, irrespective of the existence of work relationships.**
- B. If employees exist within the enterprise and legal employer, the person model setting cannot be changed as there are no contract options that support a contract with multiple assignments.
- C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees within the same legal employer.
- D. The client cannot move from a two-tier multiple assignment to a two-tier single contract and single assignment after

implementation.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

Oracle Global Human Resources Cloud supports two-tier employment models: single assignment (SA) or multiple assignments (MA), with or without contracts (SC or MC). The employment model is set at the enterprise or legal employer level via "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information." Changing this model post-implementation is possible under certain conditions.

* Option A: Correct. Oracle allows flexibility to change the employment model (e.g., from two-tier MA to two-tier MC SA) at any time, even with existing work relationships, as long as data migration and configuration adjustments (e.g., contract setup) are handled. The system does not lock the model once set.

* Option B: Incorrect. The client can transition from two-tier MA to two-tier SC SA post-implementation, though it requires updating existing records and ensuring compliance with new contract rules.

* Option C: Incorrect. Within the same legal employer, only one employment model can be active at a time. Mixing MA for existing employees and MC SA for new hires in the same legal employer is not supported without separate legal employers or a model change.

* Option D: Incorrect. Contracts can coexist with multiple assignments if configured as multiple contracts (MC), so the model can be changed even with existing employees, contradicting this statement.

The correct answer is A, as per "Implementing Global Human Resources" on employment model flexibility.

NEW QUESTION # 12

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Schedules, Patterns, Shifts, Calendar Events
- B. Calendar Events, Shifts, Patterns, Schedules
- **C. Patterns, Calendar Events, Shifts, Schedules**
- D. Shifts, Schedules, Patterns, Calendar Events

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence—Patterns, Calendar Events, Shifts, Schedules—as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 13

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Time Sheet
- **B. Absences**

- C. Standard Working Hours
- D. Contract Data
- E. Calendar Events

Answer: B,C,E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

NEW QUESTION # 14

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

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

NEW QUESTION # 15

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