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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"> 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.
Topic 3	<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 4	<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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q131-Q136):

NEW QUESTION # 131

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise. What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Positions may be added to a specific department and location
- B. Jobs and Positions are shared by Sets
- C. When using positions, the grades that are specified for the job become the default grades for the position
- D. Jobs are shared by Sets and Positions are assigned to Business Units

Answer: A,C,D

Explanation:

Full Detailed In-Depth Explanation:

Per the "Managing Workforce Structures" guide:

* Option A: True. Grades defined for a Job default to the Position when created.

* Option B: False. Jobs are Set-enabled, but Positions are tied to business units, not shared by Sets.

* Option C: True. Jobs are shared across Sets; Positions are specific to Business Units.

NEW QUESTION # 132

Geography framework in HCM Cloud is used for the following purpose:

- A. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field

- B. To determine the address fields that display on a page when entering an address
- C. To define all work locations for your organization

Answer: A

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

NEW QUESTION # 133

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

- A. The second-level approver might have executed a pushback on the request.
- B. The second-level approver might have opted for an ad hoc route.
- C. The second-level approver might have approved the request.
- D. The second-level approver might have rejected the request.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

- * The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
- * The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

- * Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.
- * Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

- * Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.
- * Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

NEW QUESTION # 134

Availability (work time) can be defined in HCM Cloud in different ways. In which order does the application search for an employee's schedule, before applying it to an assignment?

- A. Employment work week, Published schedules, Primary work schedule, Standard working hours
- B. Standard working hours, Primary work schedule, Employment work week, Published schedules
- C. Published schedules, Employment work week, Primary work schedule, Standard working hours
- **D. Published schedules, Primary work schedule, Employment work week, Standard working hours**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, an employee's work schedule for an assignment is determined by a hierarchical search order, as outlined in the documentation. The system prioritizes the most specific schedule first, falling back to broader defaults if none is found:

* Published Schedules: These are worker-specific schedules published via Time and Labor, taking top priority.

* Primary Work Schedule: Defined at the assignment level in Manage Employment, this is the next check.

* Employment Work Week: Set at the work relationship level, it applies if no specific schedule exists.

* Standard Working Hours: Defined at the legal employer or enterprise level, this is the final fallback.

Option A (Published schedules, Primary work schedule, Employment work week, Standard working hours) matches this exact order. Option B starts with Standard working hours (the last resort), which is incorrect.

Option C prioritizes Employment work week over Published schedules, reversing the hierarchy. Option D swaps Primary work schedule and Employment work week, also incorrect. Option A is the verified sequence per Oracle's logic.

NEW QUESTION # 135

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- **A. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.**
- B. The employee's new person number will be her previous number suffixed by -1.
- C. The employee has a person record with the enterprise, so she will continue with the same person number.
- D. The employee continues with her old person number if a global sequence is used for person number.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

* Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked.

However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

* Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

* Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules). The default behavior does not assume continuity of the same person number across legal employers after a resignation.

* Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the

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