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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q135-Q140):

NEW QUESTION # 135
As the Workflow Administrator, you are responsible for ensuring that approval workflows are handled on time.
If you notice outstanding notifications, how can you move an approval along?

- A. Reassign the workflow to another Approver.
- B. Push back the workflow to another Approver.
- C. Approve the workflow on behalf of the assigned Approver.

Answer: A

NEW QUESTION # 136
As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.
- B. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.
- C. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- D. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.

Answer: B,D

Explanation:
Full Detailed in Depth Explanation:
Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.
Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object, allowing manual selection during assignment updates, as per the
"Implementing Global Human Resources" guide.
Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.
Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.
Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.

NEW QUESTION # 137
In HCM Cloud, you can define an employee's work time availability in several 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, then Standard working hours
- B. Published schedules, Employment work week, Primary work schedule, then Standard working hours
- C. Standard working hours, Primary work schedule, Employment work week, then Published schedules

- D. Primary work schedule, Employment work week, Published schedules, then Standard working hours

Answer: B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.
According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:
Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.
Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.
Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.
Standard working hours: These serve as the default fallback if no other schedules are defined.
The exact extract from the Oracle documentation states:
"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.
Why the other options are incorrect:
Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.
Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.
Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

NEW QUESTION # 138

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- D. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.
- E. The transaction goes into error because it was not auto-claimed.

Answer: A,C

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, approval rules for transactions like Change Manager are managed via BPM Worklist. The "Application Role" approval type routes tasks to all users with that role (e.g., HR Specialist Sales), and the "Enable Auto Claim" setting determines assignment behavior.
* Option A: Incorrect. Disabling auto-claim does not cause an error; it simply requires manual claiming before approval can proceed.
* Option B: Correct. When auto-claim is disabled, the transaction is sent to all users with the HR Specialist Sales role, appearing in their worklist for claiming.
* Option C: Incorrect. Without auto-claim, the transaction is not automatically assigned; it requires manual intervention.
* Option D: Incorrect. In a parallel approval to multiple role holders, one rejection typically stops the process unless configured

otherwise (e.g., consensus or first responder), which is not specified here.
* Option E: Correct. With auto-claim disabled, an HR Specialist Sales representative must manually claim the transaction from the worklist to proceed with approval.
The correct answers areBandE, as detailed in "Using Global Human Resources" under Approval Configuration.

NEW QUESTION # 139
Which three statements are true about HCM Cloud trees?

- A. You can create multiple versions of each tree.
- B. With the exception of geography trees, you can create multiple trees for each HCM tree type.
- C. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.
- D. You can create multiple trees for the geography tree type.

Answer: A,B,C

Explanation:
Full Detailed in Depth Explanation:
HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:
* A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.
* C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.
* D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are limited to one per country due to their predefined structure.

NEW QUESTION # 140
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