1z0-1046-24考古題介紹 -最新1z0-1046-24試題

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Oracle 1z0-1046-24 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.
主題 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.
主題 4	• 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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最新的 Oracle Global Human Resources Cloud 1z0-1046-24 免費考試真題 (Q89-Q94):

問題 #89
As an HR Specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.
- B. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.
- C. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.
- D. Create a shift, create a work pattern, create a work schedule, assign the shift through the Manage Employment task.

答案：A

解題說明：
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, creating and assigning a work schedule involves a structured process to define working hours for employees. The components include shifts (specific time blocks), work patterns (sequences of shifts), and work schedules (combinations of patterns and rules), which are then assigned via work schedule assignments.
Option A: This sequence is incorrect because it places the work pattern before the shift. A work pattern relies on predefined shifts, so the shift must be created first.
Option B: This option skips the creation of a work schedule, which is a critical step. Assigning a work pattern directly without a work schedule does not align with Oracle's process, as the work schedule is the entity assigned to employees.
Option C: This is the correct sequence:
Create a shift: Define the specific working hours (e.g., 9 AM - 5 PM).
Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 days off).
Create a work schedule: Define the overall schedule, including the pattern and any exceptions.
Assign the schedule through work schedule assignment: Link the schedule to employees via the Work Schedule Assignment task. This matches Oracle's documented process for managing work schedules.
Option D: Assigning a shift directly via the Manage Employment task is not a valid method. Work schedules (not individual shifts) are assigned to employees, making this option incorrect.
The correct answer is C, as it follows the complete and logical flow outlined in Oracle's "Using Global Human Resources" guide.

問題 #90
Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- B. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- C. The line manager can select My Portrait and click Promote under the Actions menu.
- D. The line manager can access John's portrait and click Promote under the Actions menu.

答案：A,C

解題說明：
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.
* Option A ("The line manager can select My Portrait and click Promote under the Actions menu"):
Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.

* Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.
* Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.
* Option D ("The line manager can access John's portrait and click Promote under the Actions menu"):
Correct (not an answer). Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

問題 #91
The Promote transaction was configured by using Page Composer to require the location field. Another change was made to the transaction by using Transaction Design Studio, which indicated that the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

* A. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
* B. If modifications were made in both tools and the changes conflict, the result will be inconsistent behavior.
* C. When a user tries to use the Promote transaction, the page will error when loading.
* D. Transaction Design Studio configurations always override Page Composer configurations.
* E. Page Composer configurations always override Transaction Design Studio configurations.

答案：A

解題說明：
Full Detailed In-Depth Explanation:
Oracle HCM Cloud allows UI customizations via Page Composer (for page-level changes) and Transaction Design Studio (for transaction-specific rules). When conflicting changes occur-e.g., Page Composer making the location field required and Transaction Design Studio hiding it for managers-the system resolves this based on the timestamp of the last modification. The documentation states that if modifications from both tools conflict, the most recent change (based on creation or update date) takes precedence, regardless of the tool used. This ensures predictable behavior without requiring a strict hierarchy between the tools.
Option A (page error) is incorrect as the system doesn't crash-it resolves conflicts silently. Option B (inconsistent behavior) is misleading because Oracle provides a clear resolution mechanism. Option C (TDS always overrides) and Option D (Page Composer always overrides) are incorrect because precedence isn't tool-specific but time-based. Option E accurately reflects Oracle's behavior: the last change applied in either tool wins, aligning with the customer's observed UI rendering.

問題 #92
In which two ways can you add rates to a grade?

* A. Use the default grade rates that are available after creating grades.
* B. First add the rates for each step, and then add the grade to a grade ladder.
* C. Add rates when creating grades by using the Manage Grades task.
* D. Add the rates separately by using the Manage Grade Rates task.

答案：C,D

解題說明：
In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.
* Option A: First add the rates for each step, and then add the grade to a grade ladder.This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.
* Option B: Add the rates separately by using the Manage Grade Rates task.This is a correct answer.
TheManage Grade Ratestask in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates

them with existing grades. For example, after creating a grade called "Grade 1," you can useManage Grade Ratesto add a salary range (e.g.,

$50,000-$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

* Option C: Use the default grade rates that are available after creating grades.This option is incorrect because Oracle HCM Cloud does not automatically providedefault grade ratesupon grade creation. When a grade is created via theManage Gradestask, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately viaManage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

* Option D: Add rates when creating grades by using the Manage Grades task.This is a correct answer. TheManage Gradestask allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in theManage Gradestask, you can navigate to the Ratestab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of $60,000-$80,000directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.

* Why these two methods?BothManage Grade Rates(Option B) andManage Grades(Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades.Manage Gradesallows rates to be defined during grade creation or editing, ideal for initial setup, whileManage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

docs.oracle.com, Published: 2023-12-12

* Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."

* Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

* Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."

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

* Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

問題 #93

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, assign the work pattern through work schedule assignment
- B. Create a work pattern, create a shift, create a work schedule, assign the schedule through workschedule assignment
- C. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment
- D. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task

答案：C

解題說明：
Full Detailed In-Depth Explanation:
To create and assign a new schedule in Oracle Global Human Resources Cloud, the "Managing Workforce Schedules" guide outlines the process:

* Create a shift: Define the specific work hours (e.g., 9 AM-5 PM).
* Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 off).
* Create a work schedule: Build a schedule using the pattern, specifying start/end dates.

問題 #94

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