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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 (Q40-Q45):

NEW QUESTION # 40

You are assigned to work with a customer who uses Checklists. This organization is an ever-changing organization and needs to be nimble with Checklist requirements. There are many instances where Journey Templates as well as Tasks may need to be updated even after a Journey has been assigned. How can you accommodate this?

- A. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using a list of person names. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- B. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is mandatory to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- C. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

The "Update Assigned Journey Attributes Based on Modified Journey Template" process in Oracle HCM Cloud allows updates to assigned journeys and tasks after modifications to the underlying template. The documentation specifies that this process synchronizes only in-progress journeys/tasks (not terminal statuses like Completed or Cancelled). Key parameters include Checklist Name and Task Name, where providing a Task Name makes Checklist Name optional-not mandatory-allowing flexibility in targeting specific tasks across checklists. Parameters are displayed as IDs in the ESS Process Details dialog box. Users can specify a comma-separated list of person numbers to limit updates to specific individuals; otherwise, all open allocations are updated.

Option A incorrectly mentions "list of person names" instead of person numbers, which is not supported.

Option B wrongly states that Checklist Name is mandatory with Task Name, contradicting the documentation.

Option C correctly aligns with Oracle's description: optional Checklist Name with Task Name, comma-separated person numbers, and broad synchronization if unspecified, making it the accurate choice.

NEW QUESTION # 41

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. If Termination is an action, Normal Termination is an Action Type.
- B. Every Action Type can have multiple actions within it.
- C. An Action Type cannot be associated with user-defined actions.
- D. Action Types are seeded.
- E. Additional Action Types can be created.

Answer: B,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.

* Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.

* Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.

* Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.

* Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.

* Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.

The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

NEW QUESTION # 42

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 # 43

Workers can personalize the following items on the News Feeds home page?

- A. Springboard display, Things to Finish display, and Infolets display
- B. Quick Action display, Springboard display, Things to Finish display, and Infolets display
- C. Springboard display and Infolets display
- D. Quick Action display, Springboard display, Infolets display

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub for workers to access key information and tasks. Workers have the ability to personalize this page to suit their preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global Human Resources" guide, workers can customize the following elements on the News Feed home page:

Quick Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance insights). These personalization options allow workers to tailor the layout and content visibility to enhance productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these personalization features.

NEW QUESTION # 44

An employee's job title was "Recruiter" as of January 01, 2024. However, on February 01, 2024, the job title was updated to "Consultant" in the system. The latest effective-dated employment record in the system is the one from February 01, 2024. On March 01, 2024, an HR specialist tries to search for the previous employment details of this employee using Global Search. The HR specialist enters the search keyword

"Recruiter" and the Effective Date value of January 31, 2024, since the employee's job title was Recruiter on that day. The search returns no rows.

What is the reason?

- A. The process failed on March 1st, 2024, but it ran successfully the day before.
- B. The process failed on January 31, 2024 but it ran successfully the following day.
- **C. The process has successfully updated the most recent effective-dated job attribute in the keyword record.**

Answer: C

NEW QUESTION # 45

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