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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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 (Q102-Q107):

NEW QUESTION # 102

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

Answer: C,D,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 # 103

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Reference Data Sharing

- B. Define Enterprise Structure
- C. Define Currency
- D. Define Enterprise

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

- * Define Enterprise (B): Establishes the top-level enterprise entity.
- * Define Reference Data Sharing (C): Sets up data sharing rules across business units.
- * Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

NEW QUESTION # 104

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Descriptive flexfields must be defined to hold Progression Job Information.
- B. Create an appropriate job set.
- C. Job Evaluation criteria must be set up during job creation.
- D. Benchmark all the jobs in the system.
- E. Progression Job Information must be defined during job creation.

Answer: E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, job progression information can be configured to assist HR specialists during processes like promotions by displaying potential next jobs in the Job field's list of values (LOV). The requirement here is to show the next three jobs an employee can progress to, which relates to the job setup.

Option E ("Progression Job Information must be defined during job creation") is correct. Oracle allows you to define job progression details when creating or editing a job in the system. This is done via the "Progression Job Information" section in the job definition, where you can specify a job family or progression path, including the next jobs in the sequence. When an HR specialist promotes an employee and searches the Job field, the system can display these related jobs in the LOV based on this setup. The "Implementing Global Human Resources" guide explains how job progression paths can be configured to support career planning and promotion processes.

Option A ("Descriptive flexfields must be defined to hold Progression Job Information") is incorrect because descriptive flexfields (DFFs) are used for custom attributes, not for defining job progression paths natively in the Job field LOV.

Option B ("Create an appropriate job set") is incorrect. Job sets are used to group jobs for reporting or processing, not to define progression paths visible in the Job field.

Option C ("Benchmark all the jobs in the system") relates to compensation benchmarking and does not influence job progression visibility in the LOV.

Option D ("Job Evaluation criteria must be set up during job creation") is about evaluating job worth (e.g., for compensation), not progression paths.

NEW QUESTION # 105

There are two legal employers identified for your current application implementation. The legal employers have inherited the worker number-generation method set at the enterprise level. However, there is a need to override the worker number-generation method at the legal employer level. Which two options are correct?

- A. The employment model selected should be three-tier.
- B. Manual worker-number generation for a legal employer can be selected at any time.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.
- D. The employment model selected should be one-tier.
- E. There are no conditions. The worker generation method can be changed to automatic at any time.

Answer: B,E

Explanation:

Full Detailed In-Depth Explanation:

Worker number generation (distinct from person number) is configured at the enterprise level via "Manage Enterprise HCM Information" and can be overridden at the legal employer level via "Manage Legal Entity HCM Information." Option A: Incorrect. The employment model (one-tier, two-tier) does not dictate worker number generation override capabilities.

Option B: Correct. Manual worker number generation can be selected at the legal employer level at any time, overriding the enterprise setting, as the system allows flexibility in numbering methods.

Option C: Correct. There are no strict conditions (e.g., no work relationships) preventing a change to automatic generation at the legal employer level; it's a configuration option available anytime.

Option D: Incorrect. Three-tier models are not a requirement for overriding worker number generation.

Option E: Incorrect. Existing work relationships do not block changes to the generation method; the system adjusts new records accordingly.

The correct answers are B and C, per "Implementing Global Human Resources" on worker number setup.

NEW QUESTION # 106

Which three options define Enterprise Structures Configurator (ESC)?

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units, and departments.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. The tool creates a structure of divisions, legal entities, business units, and reference data sets.
- E. After defining the enterprise structure and the job/position structures, the administrator can review them, make any necessary changes, and then load/rollback the final configuration.

Answer: A,D,E

Explanation:

Full Detailed In-Depth Explanation:

The Enterprise Structures Configurator (ESC) in Oracle HCM Cloud is a wizard-based tool for defining enterprise structures:

* A: True-ESC creates divisions, legal entities, business units, and reference data sets (e.g., job codes, locations), forming the enterprise framework.

* B: False-Departments are operational units, not a primary ESC output (they're managed post-setup).

* C: False-ESC doesn't focus solely on divisions; it builds a broader structure.

* D: True-After ESC defines structures (including jobs/positions), administrators can review, adjust, and load or rollback configurations via FSM.

* E: True-ESC uses an interview-based approach to guide users through setup.

Options A, D, and E align with ESC's purpose and functionality per Oracle's documentation.

NEW QUESTION # 107

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