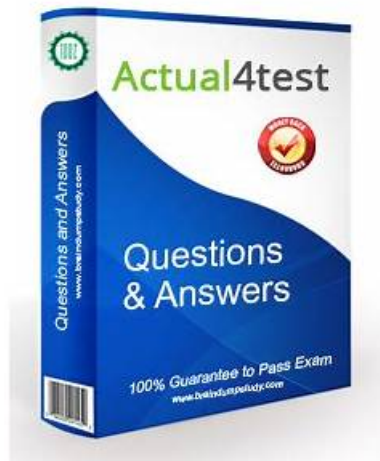


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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 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.

Topic 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.
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	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 (Q86-Q91):

NEW QUESTION # 86

When working through configurations in the Functional Area, Workforce Deployment within FSM, are you required to access and configure the objects in the order listed on the page?

- A. No
- B. Yes

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In the Functional Setup Manager (FSM) under the Workforce Deployment functional area, Oracle HCM Cloud provides flexibility in configuration. The objects (e.g., Departments, Locations, Positions) listed on the page are not strictly required to be configured in the order they appear. While Oracle recommends a logical sequence (e.g., defining Departments before Positions), the system does not enforce this as a mandatory requirement. Implementers can adjust the order based on their implementation needs, as long as dependencies (e.g., a Position requiring a Department) are satisfied. The "Implementing Workforce Deployment" section of the Oracle documentation confirms this flexibility, stating that configuration order can vary depending on organizational requirements. Thus, the correct answer is A.

NEW QUESTION # 87

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A. Legal Entities

- B. Business Units
- C. Reference Data Sets
- D. Departments
- E. Divisions

Answer: A,B,C,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

- * Divisions (A): Organizational units for segmenting the business.
- * Legal Entities (C): Entities with legal standing for employment and payroll.
- * Business Units (D): Operational units for managing transactions.
- * Reference Data Sets (E): Sets for sharing data across business units.

NEW QUESTION # 88

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. A new work relationship in the destination legal employer is not created automatically.
- B. The Human Resources Representative cannot override the default changes.
- C. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- D. A new work relationship in the destination legal employer is created automatically.
- E. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.

* Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.

* Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.

* Option E ("A new work relationship in the destination legal employer is created automatically"): True.

A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.

* Option A ("A new work relationship in the destination legal employer is not created automatically"): False.

This contradicts the automated nature of Global Transfer.

* Option B ("The Human Resources Representative cannot override the default changes"): False.

Overrides are allowed, as noted in Option C.

NEW QUESTION # 89

Which task in the Setup and Maintenance work area generates position codes automatically?

- A. Manage Legal Entity HCM Information
- B. Manage Position Synchronization
- C. Manage Position Codes
- D. Manage Positions
- E. Manage Enterprise HCM Information

Answer: E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level.

* Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes.

* Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation.

* Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting.

* Option D: There's no "Manage Position Codes" task; this is a fictitious option.

* Option E: "Manage Positions" is for creating/editing positions but doesn't configure automatic code generation.

The correct answer is C, per "Implementing Global Human Resources" on enterprise setup.

NEW QUESTION # 90

Position Management settings are configurable on both the Enterprise HCM Information and the Legal Entity HCM Information tasks. Which settings can be set at the Enterprise level but can be overwritten at the Legal Entity level?

- A. Position Synchronization Configuration, Position Hierarchy Configuration, and Position Incumbent Validation settings
- B. Position Synchronization Configuration and Position Incumbent Validation settings
- C. Position Synchronization Configuration and Position Hierarchy Configuration settings
- **D. Position Synchronization Configuration settings**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, Position Management settings are defined at the Enterprise level (via Manage Enterprise HCM Information) and can be overridden at the Legal Entity level (via Manage Legal Entity HCM Information). The documentation specifies that Position Synchronization Configuration settings (e.g., enabling synchronization, allowing overrides) are configurable at both levels, with Legal Entity settings taking precedence if specified. This allows tailored synchronization behavior per legal entity while maintaining an enterprise default.

Position Incumbent Validation (e.g., validating position assignments) and Position Hierarchy Configuration (e.g., hierarchy rules) are managed separately and not explicitly noted as overrideable at the Legal Entity level in the same way. Options B, C, and D include additional settings that lack evidence of Legal Entity override capability in the documentation. Option A correctly identifies Position Synchronization Configuration as the overrideable setting.

NEW QUESTION # 91

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