

1z0-1046-24 Mock Exam | 1z0-1046-24 Dump Check



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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q79-Q84):

NEW QUESTION # 79

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. He has to configure new approval routing policies.
- B. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- C. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

Oracle HCM Cloud's BPM Worklist allows users to set Vacation Rules (also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.

Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests—it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.

NEW QUESTION # 80

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. June 12, 2015
- B. January 1, 2015
- C. July 11, 2015
- D. August 15, 2015

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

* Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.

* Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records

this as the effective start date of the name change.

As of August 15, 2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.

* Option C: January 1, 2015, is the hire date and the initial effective start date of the person record.

However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.

* Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.

The correct answer is B, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.

NEW QUESTION # 81

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Worker Number at the Enterprise Level is set to Manual.
- C. Person Number at the Enterprise Level is set to Automatic after final save.
- D. Person Number at the Enterprise Level is set to Automatic before submission.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the Person Number generation method is configured via "Manage Enterprise HCM Information." Options include Manual, Automatic before submission, or Automatic after final save. The behavior described—showing "Generated Automatically" with no number on the Review page—indicates the number is assigned post-submission.

Option A: "Automatic before submission" generates the person number immediately upon initiating the hire process, visible before review. This doesn't match the scenario.

Option B: "Worker Number" is distinct from Person Number and irrelevant here. Manual setting would require user input, not "Generated Automatically." Option C: Correct. "Automatic after final save" delays person number generation until the transaction is fully submitted and saved, explaining why it's not visible on the Review page but marked as automatic.

Option D: Manual requires the user to enter a number, contradicting the "Generated Automatically" indication.

The correct answer is C, as detailed in "Implementing Global Human Resources" under Person Number setup.

NEW QUESTION # 82

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.
- B. Create a new action type > Create a new action reason and use it during termination.
- C. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- D. Create a new action > Create a new reason and use it during termination.
- E. Create a new action reason and associate it with the available action type. Use it during termination.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need a custom action and action reason:

* Create a new action(e.g., "Voluntary Exit") via Manage Actions.

* Associate it with an existing action type(e.g., "Termination") to categorize it correctly.

* Create a new action reason(e.g., "Personal Reasons") and link it to the action, then use it during termination transactions.

This sequence enables reporting via tools like OTBI. Option B skips the action, limiting granularity. Options C and D create a new action type, which is unnecessary—existing types suffice. Option E misses associating the action with a type. Option A follows Oracle's recommended process for detailed tracking.

NEW QUESTION # 83

Geography framework in HCM Cloud is used for the following purpose:

- A. To determine the address fields that display on a page when entering an address
- B. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- C. To define all work locations for your organization

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

NEW QUESTION # 84

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