

1z0-1046-24 Zertifizierung & 1z0-1046-24 Lerntipps

1Z0-1046-24

QUESTION: 6

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction. Now that you have created the rule, how do you test it?

Option A :

Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Option B : Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Option C : While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.

Option D : Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Correct Answer: C

QUESTION: 7

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.

Option A : Person Number at the Enterprise Level is set to Manual.

Option B : Person Number at the Enterprise Level is set to Automatic before submission.

Option C : Person Number at the Enterprise Level is set to Automatic after final save.

Option D : Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

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Oracle 1z0-1046-24 Prüfungsplan:

Thema	Einzelheiten

Thema 1	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.
Thema 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.
Thema 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.
Thema 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.

>> 1z0-1046-24 Zertifizierung <<

1z0-1046-24 Lerntipps & 1z0-1046-24 Prüfungen

Die simulierten Prüfungen zu machen können Ihre Selbstbewusstsein erstarken. Mit der Simulations-Software Testing Engine von unserer Oracle 1z0-1046-24 können Sie die realistische Atmosphäre dieser Prüfung erfahren. Diese Erfahrungen sind sehr wichtig für Sie bei der späteren echten Oracle 1z0-1046-24 Prüfung. Neben Oracle 1z0-1046-24 haben wir auch viele andere IT-Prüfungsunterlagen geforscht. Diese Prüfungshilfe können Sie auf unserer Webseite finden. Wenn Sie irgend bezügliche Fragen haben, können Sie einfach mit unserem 24/7 online Kundendienst Personal kommunizieren.

Oracle Global Human Resources Cloud 2024 Implementation Professional 1z0-1046-24 Prüfungsfragen mit Lösungen (Q127-Q132):

127. Frage

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have rejected the request.
- B. The second-level approver might have opted for an ad hoc route.
- C. The second-level approver might have reassigned the request.
- D. The second-level approver might have executed a pushback on the request.
- E. The second-level approver might have approved the request.

Antwort: B,C,D

Begründung:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.
Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.
Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.
The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

128. Frage

Identify the set enabled objects that are used for partitioning reference data.

- A. Legal entity, department, division, location
- **B. Department, location, jobs, grades**
- C. Enterprise, legal entity, business unit, position
- D. Jobs, grades, salary plan, rates

Antwort: B

Begründung:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud uses Set-enabled objects, as per the "Implementing Global Human Resources" guide. These include Department, Location, Jobs, and Grades, which can be assigned to Sets for data sharing across business units (Option D). Option A includes non-set-enabled objects like legal entity. Option B includes "salary plan" and "rates," which aren't standard set-enabled objects. Option C includes enterprise and business unit, which define structure, not reference data partitioning. Thus, Option D is correct.

129. Frage

Your customer has confirmed that their organization needs Job Codes to be autogenerated for the Job creation task. As an implementation consultant, how do you achieve this?

- **A. This configuration option is not currently available; an enhancement request needs to be submitted to Oracle.**
- B. On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field.
- C. On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field.

Antwort: A

Begründung:

The customer requires job codes to be autogenerated during the job creation task in Oracle Global Human Resources Cloud. Job codes uniquely identify jobs (e.g., "ENG001" for an Engineer role) and are typically entered manually or configured with specific rules. The question asks how to achieve autogeneration of job codes as an implementation consultant.

* Option A: On the Enterprise HCM Information task, select either of the Automatic options in the Job Code Generation Method field. This option is incorrect. The Enterprise HCM Information task is used to configure enterprise-level settings, such as name, location, and employment model defaults, but Oracle documentation does not list a Job Code Generation Method field or any automatic options for job code generation within this task. While other codes (e.g., person numbers or position codes) can be autogenerated in specific tasks, job codes are not supported for autogeneration at the enterprise level, making this option invalid.

* Option B: On the Job task, as you create a Job, select Automatic Upon Final Save in the Job Code Generation Method field. This option is incorrect. In the Manage Job task, when creating a job, fields like Job Code, Name, Family, and Set are available, but there is no Job Code Generation Method field or an Automatic Upon Final Save option. Oracle requires users to manually enter job codes or use predefined values, and no standard functionality supports automatic job code generation during job creation, as confirmed by documentation.

* Option C: This configuration option is not currently available; an enhancement request needs to be submitted to Oracle. This is the correct answer. Oracle Global Human Resources Cloud does not currently offer a built-in feature to autogenerate job codes during job creation. Job codes must be manually specified in the Manage Job task or imported via HCM Data Loader with predefined values. For example, creating a job like "Software Engineer" requires entering a code like "SE001" manually. If the customer requires autogeneration (e.g., sequential codes like JOB001, JOB002), this would necessitate custom development or a product enhancement. Oracle's Idea Lab or support portal allows customers to submit enhancement requests for new features, making this the appropriate solution.

* Why this answer? Oracle's job management functionality is robust but lacks native support for autogenerating job codes, unlike other entities (e.g., person numbers or requisition numbers). The absence of this feature in the Manage Jobs, Enterprise HCM Information, or related tasks, as per 24C and 25A documentation, confirms that an enhancement request is the only path to meet the customer's need.

References

- * Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- * Section: Manage Jobs: "You create jobs using the Manage Jobs task. Specify a job code, name, and other attributes manually."
- * Section: Enterprise HCM Information: "Configure enterprise settings, but no options exist for job code generation."
- * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- * Section: Job Creation: "Job codes are unique identifiers for jobs and must be provided during job creation."
- * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- * Section: Workforce Structures: "No mention of job code autogeneration; focus on job attributes and Redwood UI."
- * Oracle Support Portal, Document ID: docs.oracle.com
- * Section: Enhancement Requests: "Customers can submit enhancement requests via My Oracle Support or Idea Lab for missing functionality."

130. Frage

By default, any user who has access to Checklist Templates can create Task Groups to create a group of common tasks. How can we restrict the creation by Role?

- A. Configure Person Security Profile.
- B. Configure Exclude Rules from Workforce Structures.
- C. **Configure Role in Category Security.**

Antwort: C

Begründung:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically

by assignments. Synchronized fields are read-only unless overrides are allowed."

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

oracle.com, Published: 2024-07-02

* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

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

* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

131. Frage

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 the rates separately by using the Manage Grade Rates task.
- D. Add rates when creating grades by using the Manage Grades task.

Antwort: C,D

Begründung:

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.

The Manage Grade Rates task 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 use Manage Grade Rates to 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 provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, 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 via Manage 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. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (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-\$80,000 directly. 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? Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage 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

* 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."

132. Frage

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Aufgrund der großen Übereinstimmung mit den echten Prüfungsfragen- und Antworten können wir Ihnen 100%-Pass-Garantie versprechen. Wir aktualisieren jeden Tag nach den Informationen von Prüfungsabsolventen oder Mitarbeiter von Testcentern, unsere Prüfungsfragen und Antworten zu Oracle 1z0-1046-24 (Oracle Global Human Resources Cloud 2024 Implementation Professional). Wir extrahieren jeden Tag die Informationen der tatsächlichen Prüfungen und integrieren in unsere Produkte integrieren.

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