

# 1z0-1046-24 Standard Answers & 1z0-1046-24 Examinations Actual Questions

## Question 1. (Single Select)

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A: Validation Defined, Hierarchy Defined, Structure Defined
- B: Hierarchy Defined, Structure Defined, Validation Defined
- C: Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- D: Structure Defined, Hierarchy Defined, Validation Defined

**Correct Answer: D**

### Explanation:

Full Detailed in Depth Explanation.

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

## Question 2. (Multi Select)

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A: Workforce Directory

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## Oracle 1z0-1046-24 Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
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|---------|---|
| Topic 1 | <ul style="list-style-type: none"> <li>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.</li> </ul>         |
| Topic 2 | <ul style="list-style-type: none"> <li>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.</li> </ul>         |
| Topic 3 | <ul style="list-style-type: none"> <li>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.</li> </ul> |
| Topic 4 | <ul style="list-style-type: none"> <li>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.</li> </ul>         |

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## Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q46-Q51):

### NEW QUESTION # 46

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The Update Person Keyword Search process must be run before hiring a person.
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- **D. The BPM task NewPersonEmploymentApproval is not set up properly.**

**Answer: D**

Explanation:

Full Detailed In-Depth Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

- \* Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.
  - \* Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.
  - \* Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.
  - \* Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.
- The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

#### NEW QUESTION # 47

You are configuring your customer's requirements for the Promote transaction.  
Which Approval types are supported during the configuration?

- A. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- B. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User
- C. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- **D. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User**

**Answer: D**

Explanation:

Full Detailed In-Depth Explanation:

When configuring approval rules for the "Promote" transaction in Oracle Global Human Resources Cloud, the supported Approval Types are defined in the "Securing HCM" guide under "Approval Management." The correct types are: Application Role (e.g., HR Specialist), Approval Groups (predefined groups), Management Hierarchy (supervisory levels), Position Hierarchy (position-based levels), Representative (a delegate), Self Auto Approve (automatic approval for the initiator), and User (specific individual). Option B lists all these accurately. Option A includes "Data Role," which is a security concept, not an approval type. Option C uses "Parent Position" (not a standard term), and Option D includes "Enterprise Role" (not applicable here). Thus, Option B is correct.

#### NEW QUESTION # 48

Contextual Journeys are displayed:

- A. Only on Thursdays
- B. When initiating a Quick Action
- **C. In page or section headers**
- D. Via the employees' "Journeys" tile

**Answer: C**

Explanation:

Full Detailed In-Depth Explanation:

Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.

Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

#### NEW QUESTION # 49

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model. Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Goal Management
- B. Compensation Management
- C. Talent Review

- **D. Performance Management**

**Answer: D**

Explanation:

Full Detailed in Depth Explanation:

The Performance Rating Model in Oracle HCM Cloud defines how performance is rated (e.g., scale, descriptions). The "Review Points" tab within "Manage Ratings Model" is specific to certain modules.

Option B ("Performance Management") is correct. The Review Points tab is used exclusively in Oracle Performance Management to assign points to ratings, which are then used in performance evaluations to calculate scores or rankings. This is detailed in the "Implementing Performance Management" guide, distinguishing it from other HCM products like Talent Review (focuses on calibration), Compensation Management (salary adjustments), or Goal Management (goal tracking), which do not utilize review points in this manner.

## NEW QUESTION # 50

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- **A. Enter Action End Date.**
- B. Educate users not to use such Actions.
- C. Delete Actions.
- D. Hide Actions.

**Answer: A**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.

\* Option A: Educating users is not a system-enforced solution and risks accidental use.

\* Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.

\* Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.

\* Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less reliable than end-dating.

The correct answer is C, as per "Implementing Global Human Resources" on Action management.

## NEW QUESTION # 51

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