

試験の準備方法-最高の1z0-1046-24日本語版試験解答 試験-最新の1z0-1046-24模擬試験問題集



ちなみに、CertShiken 1z0-1046-24の一部をクラウドストレージからダウンロードできます: https://drive.google.com/open?id=1CicTU9ExBNbyu1j_n6rWzb1GaiHyduz

我々 CertShiken は Oracle の 1z0-1046-24 試験問題集をリリースする以降、多くのお客様の好評を博したのは弊社にとって、大変な名誉なことです。また、我々はさらに認可を受けられるために、皆様の一切の要求を満足できて喜ぶ気持ちでずっと協力し、完備かつ精確の 1z0-1046-24 試験問題集を開発するのに準備します。

Oracle 1z0-1046-24 認定試験の出題範囲:

トピック	出題範囲
トピック 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.
トピック 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.
トピック 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.
トピック 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.

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1z0-1046-24トレーニング資料を用意しました。これらは、保証期間中の専門的な練習資料です。参考のために許容できる価格に加えて、3つのバージョンのすべての資料は、10年以上にわたってこの分野の専門家によって編集されています。さらに、一連の利点があります。したがって、1z0-1046-24の実際のテストの重要性は言うまでもありません。今すぐご注文いただいた場合、1年間無料の更新をお送りします。これらのサプリメントはすべて、1z0-1046-24模擬試験にも役立ちます。

Oracle Global Human Resources Cloud 2024 Implementation Professional認定 1z0-1046-24 試験問題 (Q131-Q136):

質問 # 131

Which three statements are true about HCM Cloud trees?

- A. With the exception of geography trees, you can create multiple trees for each HCM tree type.
- B. You can create multiple trees for the geography tree type.
- C. You can create multiple versions of each tree.
- D. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.

正解: A、C、D

解説:

Full Detailed in Depth Explanation:

HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:

- * A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.
- * C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.
- * D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are limited to one per country due to their predefined structure.

質問 # 132

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

正解:

解説:

See the solution in Explanation below.

Explanation:

This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company, X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its own Payroll Statutory Unit (PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Entity task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Entity duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entity task is restricted to authorized users.

質問 # 133

Which three of the following tasks must be configured during an HCM implementation?

- A. Manage Legal Entity HCM Information
- B. Manage Enterprise HCM Information
- C. Manage Business Unit
- D. Manage Person
- E. Update Employment

正解: A、B、D

解説:

Full Detailed in Depth Explanation:

During an HCM implementation, foundational configuration tasks include:

A: Manage Enterprise HCM Information sets global HR settings (e.g., employment model, work day information) critical for the enterprise.

B: Manage Legal Entity HCM Information configures legal entity-specific HR data, such as employment models or payroll statutory units.

C: Manage Person establishes person records and configurations, a core component of HR management.

質問 # 134

Which of the following statuses allows for additional values to be created?

- A. Payroll Status
- B. Assignment Status
- C. HR Status

正解: B

解説:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

* A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

* B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended).

Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

* C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

質問 # 135

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs, five divisions, five legal employers, and five PSUs.
- B. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).
- C. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- D. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.

正解: B

解説:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.

* LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.

* Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.

* Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.

* PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).

* Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.

* Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.

* Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.

* Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.

The correct answer is D, per "Implementing Global Human Resources" on enterprise structures.

質問 # 136

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そうでなければ、時代遅れになるリスクを負います。当社の1z0-1046-24認定テストは、技術スキルを向上させ、さらに重要なこととして、厳しい労働環境で明るい未来のために戦う自信を高めるのに役立ちます。当社の専門家は、1z0-1046-24学習ツールの開発に多くの時間とエネルギーを費やしています。あなたは私たちを信頼し、あなたの将来の発展において私たちをあなたの正直な協力者にすることができます。参考までに、1z0-1046-24試験の利点をいくつかご紹介します。

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