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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q37-Q42):

NEW QUESTION # 37

You have a business requirement to default the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

- **A. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.**
- B. Enable the Default Business Title field on the Enterprise HCM Information task, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the Default Business Title field on the Legal Entity HCM Information task, and select Retain User Changes, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.
- D. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

Answer: A

Explanation:

Full Detailed in Depth Explanation:

Defaulting the Business Title in Oracle HCM Cloud during assignment updates is controlled by a profile option, not HCM Information tasks.

Option D ("Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change") is correct. The profile option

"ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM" determines how the Business Title is populated in responsive flows (e.g., Change Assignment). Available settings are:

* Retain User Changes: Keeps manual edits.

* Automatically Update Based on Job Change: Updates from the job title.

* Automatically Update Based on Position Change: Updates from the position title. This is detailed in the "Implementing Global Human Resources" guide under profile options.

* Option A and B reference HCM Information tasks, which don't control this feature.

* Option C adds "Allow Override if Position Data is Overridden," which is not a valid setting for this profile option.

NEW QUESTION # 38

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- B. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- C. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- D. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.
- E. All approvers must be present in the system; else, the promotion transaction fails.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.

* Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).

* Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.

* Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.

* Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).

* Option E: Flexfields don't control approval routing; they're for data capture, not process flow.

The correct answer is D, as per "Using Global Human Resources" on approval setup.

NEW QUESTION # 39

In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Configure your legal entities
- B. Create additional Implementer User Profiles
- C. Opt in to the Offering and Product areas you will be implementing

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation.

The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, making C the correct answer.

NEW QUESTION # 40

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

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

Answer: A,B,C,D

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 # 41

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

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

Answer: A

Explanation:

Full Detailed in Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.

Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:

* Use an existing Action Type (e.g., Termination).

* Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons."

* Associate it with the Termination Action Type.

* Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the "Implementing Global Human Resources" guide.

* Option A omits associating the reason with an Action Type.

* Option B overcomplicates by creating a new Action Type, which isn't necessary.

* Option D skips creating an Action, which is required for proper tracking.

* Option E reverses the logical order and assumes an unnecessary new Action.

NEW QUESTION # 42

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