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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 1z0-1046-24 Exam Reviews - First-Grade 1z0-1046-24 Accurate Answers and Pass-Sure Oracle Global Human Resources Cloud 2024 Implementation Professional Reliable Exam Simulator

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q77-Q82):

NEW QUESTION # 77
Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- B. The line manager can access John's portrait and click Promote under the Actions menu.
- C. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- D. The line manager can select My Portrait and click Promote under the Actions menu.

Answer: C,D

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.
Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.
Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.
Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.
Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer). Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

NEW QUESTION # 78
You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. The system administrator must enable the lookup before it is modified in the work area.
- B. Oracle applications contain certain predefined system lookups that are locked for editing.
- C. You can create new lookup types but cannot modify the existing ones.
- D. You can access the task for profile options from the Setup and Maintenance menu.
- E. You cannot add new lookup codes and meanings to the existing lookup types.

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or
"Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.
* Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.
* Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.
* Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.
* Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.
* Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.
The correct answer isB, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

NEW QUESTION # 79
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

Answer:

Explanation:
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 ownPayroll 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 asApplication Implementation ConsultantorHCM Application Administrator. These roles grant access to the Setup and Maintenance work area.
* Explanation: TheSetup and Maintenancework area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access theWorkforce Structures functional area and theManage Legal Entitytask. Roles likeApplication Implementation Consultant include the necessary privileges (e.g.,Manage Legal Entityduty role).
* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entitytask is restricted to authorized users.

NEW QUESTION # 80
In HCM Cloud, you can define an employee's work time availability in several ways.
In which order does the application search for an employee's schedule before applying it to an assignment?

* A. Published schedules, Employment work week, Primary work schedule, then Standard working hours

- B. Standard working hours, Primary work schedule, Employment work week, then Published schedules
- C. Employment work week, Published schedules, Primary work schedule, then Standard working hours

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, an employee's work time availability is determined by applying a work schedule to their assignment. The application follows a specific hierarchy to select the appropriate schedule when multiple sources are available. The question asks for the order in which the system searches for an employee's schedule.
* Hierarchy Explanation: Oracle HCM Cloud uses a predefined order to determine which schedule applies to an employee's assignment:
* Published schedules: These are specific schedules assigned to an employee, often created and published via Oracle Time and Labor or Workforce Management. They take precedence because they are explicitly assigned and tailored to the employee.
* Employment work week: Defined at the assignment level, this specifies the employee's typical work week (e.g., Monday-Friday, 40 hours). It is used if no published schedule exists.
* Primary work schedule: Configured at the enterprise or legal entity level, this is a default schedule applied to employees if no assignment-specific work week is defined.
* Standard working hours: Set at the enterprise level (viaEnterprise HCM Information), these are the broadest default, used when no other schedules are defined (e.g., 9 AM-5 PM daily).
* Option A: Standard working hours, Primary work schedule, Employment work week, then Published schedulesThis option is incorrect because it reverses the hierarchy. Standard working hours are the last resort, not the first, and published schedules have the highest priority, not the lowest. Oracle documentation clearly prioritizes specific assignments over defaults.
* Option B: Employment work week, Published schedules, Primary work schedule, then Standard working hoursThis option is incorrect because it placesEmployment work weekbeforePublished schedules. Published schedules are checked first due to their specificity, followed by the employment work week if no published schedule exists.
* Option C: Published schedules, Employment work week, Primary work schedule, then Standard working hoursThis is the correct answer. Oracle HCM Cloud follows this exact order to determine an employee's schedule:
* Published schedulesare checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).
* If none exist, theEmployment work weekfrom the assignment is used.
* If no work week is defined, thePrimary work schedule(set at a higher level, like legal entity) applies.
* Finally,Standard working hoursare used as the fallback if no other schedules are found.This hierarchy ensures the most specific and relevant schedule is applied, aligning with Oracle's design for flexibility and compliance.
* Why this order?The order reflects Oracle's logic of prioritizing employee-specific configurations (published schedules) over assignment-level settings (employment work week), then falling back to broader defaults (primary work schedule and standard working hours). This ensures accurate availability tracking for payroll, time management, and compliance.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Work Schedules: "The application selects schedules in this order: published schedules, employment work week, primary work schedule, standard working hours."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Configuring Work Schedules: "Describes the hierarchy for applying schedules to assignments."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Time and Labor Enhancements: "Clarifications on schedule hierarchy for employee availability."

NEW QUESTION # 81
Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- B. The line manager can access John's portrait and click Promote under the Actions menu.
- C. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- D. The line manager can select My Portrait and click Promote under the Actions menu.

Answer: C,D

Explanation:
Full Detailed in Depth Explanation:
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are valid methods.
* Option A ("The line manager can select My Portrait and click Promote under the Actions menu"):
Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.
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* Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.
* Option D ("The line manager can access John's portrait and click Promote under the Actions menu"):
Correct (not an answer). Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

NEW QUESTION # 82

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