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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"> • 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 3	<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.
Topic 4	<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.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q42-Q47):

NEW QUESTION # 42

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Benchmark all the jobs in the system.
- B. Create an appropriate job set.
- C. Descriptive flexfields must be defined to hold Progression Job Information.
- **D. Progression Job Information must be defined during job creation.**
- E. Job Evaluation criteria must be set up during job creation.

Answer: D

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, job progression information can be configured to assist HR specialists during processes like promotions by displaying potential next jobs in the Job field's list of values (LOV). The requirement here is to show the next three jobs an employee can progress to, which relates to the job setup.

Option E ("Progression Job Information must be defined during job creation") is correct. Oracle allows you to define job progression details when creating or editing a job in the system. This is done via the "Progression Job Information" section in the job definition, where you can specify a job family or progression path, including the next jobs in the sequence. When an HR specialist promotes an employee and searches the Job field, the system can display these related jobs in the LOV based on this setup. The "Implementing Global Human Resources" guide explains how job progression paths can be configured to support career planning and promotion processes.

* Option A ("Descriptive flexfields must be defined to hold Progression Job Information") is incorrect because descriptive flexfields (DFFs) are used for custom attributes, not for defining job progression paths natively in the Job field LOV.

* Option B ("Create an appropriate job set") is incorrect. Job sets are used to group jobs for reporting or processing, not to define progression paths visible in the Job field.

* Option C ("Benchmark all the jobs in the system") relates to compensation benchmarking and does not influence job progression visibility in the LOV.

* Option D ("Job Evaluation criteria must be set up during job creation") is about evaluating job worth (e.g., for compensation), not progression paths.

NEW QUESTION # 43

Which set of enabled objects are used for partitioning reference data?

- **A. Department, location, jobs, grades**

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

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud separates data sets to control visibility and usage across the organization. Enabled objects for partitioning are typically workforce structures shared across business units.

* Option A: Enterprise and legal entity are structural, not reference data objects; position is not typically partitioned.

* Option B: Correct. Department, location, jobs, and grades are reference data objects that can be partitioned using reference data sets (e.g., via Manage Reference Data Sets) to restrict access by business unit or other criteria.

* Option C: Salary plans and rates are not standard partitioned objects; jobs and grades are, but the set is incomplete.

* Option D: Division is not a standard partitioning object; legal entity is structural, not reference data.

The correct answer is B, as per "Implementing Global Human Resources" on reference data management.

NEW QUESTION # 44

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- A. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.
- **B. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.**
- C. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- D. The transaction goes into error because it was not auto-claimed.
- **E. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.**

Answer: B,E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, approval rules for transactions like Change Manager are managed via BPM Worklist.

The "Application Role" approval type routes tasks to all users with that role (e.g., HR Specialist Sales), and the "Enable Auto Claim" setting determines assignment behavior.

* Option A: Incorrect. Disabling auto-claim does not cause an error; it simply requires manual claiming before approval can proceed.

* Option B: Correct. When auto-claim is disabled, the transaction is sent to all users with the HR Specialist Sales role, appearing in their worklist for claiming.

* Option C: Incorrect. Without auto-claim, the transaction is not automatically assigned; it requires manual intervention.

* Option D: Incorrect. In a parallel approval to multiple role holders, one rejection typically stops the process unless configured otherwise (e.g., consensus or first responder), which is not specified here.

* Option E: Correct. With auto-claim disabled, an HR Specialist Sales representative must manually claim the transaction from the worklist to proceed with approval.

The correct answers are B and E, as detailed in "Using Global Human Resources" under Approval Configuration.

NEW QUESTION # 45

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Schedules, Patterns, Shifts, Calendar Events
- **B. Patterns, Calendar Events, Shifts, Schedules**
- C. Calendar Events, Shifts, Patterns, Schedules
- D. Shifts, Schedules, Patterns, Calendar Events

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM

Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence—Patterns, Calendar Events, Shifts, Schedules—as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 46

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave.

When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Transfer
- B. Global Temporary Assignment
- C. Transfer
- **D. Temporary Assignment**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.

* Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.

* Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.

* Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.

* Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same- entity, same-reporting scenario.

The correct answer is B, as per "Using Global Human Resources" on temporary assignments.

NEW QUESTION # 47

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