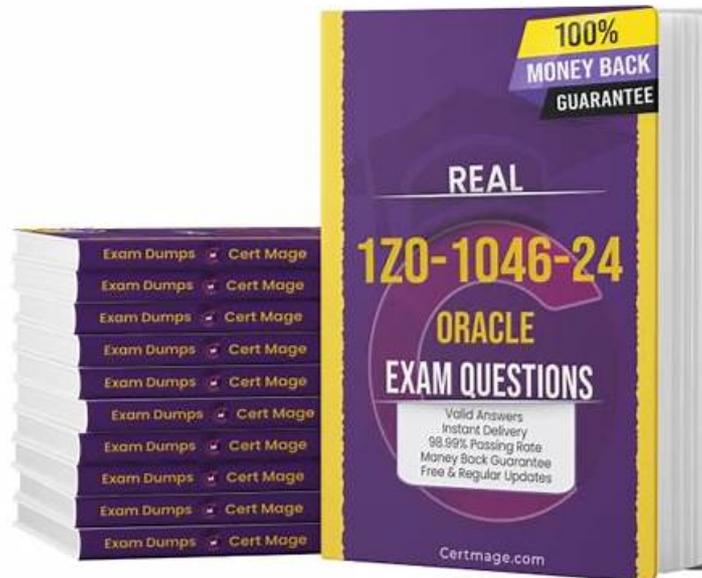


# New Oracle 1z0-1046-24 Test Online - New 1z0-1046-24 Exam Preparation



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

Topic	Details
Topic 1	<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 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>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>

Topic 4	<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>
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### Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q124-Q129):

#### NEW QUESTION # 124

Which is a new feature available on the Redwood Cancel Work Relationship page?

- A. Ability to track employee attendance and absences
- **B. Capability to record additional information during work relationship cancellation**
- C. Option to generate automated performance reports

**Answer: B**

Explanation:

The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.

\* Option A: Ability to track employee attendance and absences Tracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.

\* Option B: Capability to record additional information during work relationship cancellation This is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.

\* Option C: Option to generate automated performance reports Generating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.

References

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

\* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

\* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation"

### NEW QUESTION # 125

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which statement is true about actions?

- A. Only one action can be associated with an action type.
- **B. User-defined actions can be created and linked to predefined action types.**
- C. An action must always have an action reason associated.
- D. Actions can be accessed via Smart Navigator, and available actions are based on the security access.

**Answer: B**

Explanation:

Full Detailed In-Depth Explanation:

Actions in Oracle Global Human Resources Cloud allow tracking and processing of employment changes, linked to Action Types for categorization.

\* Option A: While actions are accessible via Smart Navigator and security controls visibility, this statement is not the most direct answer to the question's focus on creating and associating actions.

\* Option B: Incorrect. Multiple actions can be associated with a single Action Type (e.g., Voluntary and Involuntary under Termination).

\* Option C: Incorrect. An action reason is optional, not mandatory, depending on configuration and business rules.

\* Option D: Correct. Users can create custom (user-defined) actions (e.g., "Special Project Assignment") and link them to predefined Action Types (e.g., Assignment Change), enabling tailored tracking of changes.

The correct answer is D, aligning with the flexibility described in "Implementing Global Human Resources" for action customization.

### NEW QUESTION # 126

An HR administrator is unable to classify an "Intern" because the user type "Intern" has not been set up in the application. Which two system person types can be used to set up "Intern" as an option?

- **A. Contingent Worker**
- B. Person of Interest
- C. Contract Worker
- D. Pending Worker

**Answer: A**

Explanation:

In Oracle Global Human Resources Cloud, system person types are predefined categories used to classify individuals within the application, and user person types can be configured under these system person types to meet enterprise-specific needs, such as creating an "Intern" user type. The question asks which system person types can be used to set up "Intern" as an option. Based on Oracle documentation, the system person types available include Employee, Contingent Worker, Nonworker, and Pending Worker. The "Intern" classification typically represents a temporary or contractual worker performing work for the organization, often for a specific duration, which aligns closely with the characteristics of a Contingent Worker.

\* Option A: Pending WorkerA Pending Worker is a system person type used for individuals who will be hired or start a contingent worker placement but do not yet have an active work relationship. Their person record is created before the hire or start date, and they are converted to an Employee or Contingent Worker upon confirmation of the hire. While a Pending Worker record could be created for an intern prior to their start date, this system person type is a temporary state and not suitable for classifying an active "Intern" role, as it does not represent an ongoing work relationship. Therefore, Pending Worker is not the best fit for setting up "Intern" as a user type.

\* Option B: Person of InterestThe term "Person of Interest" is not a recognized system person type in Oracle Global Human Resources Cloud. Oracle documentation does not define "Person of Interest" as a standard system person type, though it may refer

to entities (e.g., persons or organizations) tracked by the company in a broader sense. Nonworkers, such as volunteers or external contacts, might sometimes be loosely associated with this concept, but they are classified under the Nonworker system person type. Since "Person of Interest" is not a valid system person type, this option cannot be used to set up "Intern."

\* Option C: Contract Worker "Contract Worker" is not a predefined system person type in Oracle Global Human Resources Cloud. While Contingent Workers are often contractual in nature (e.g., agency-supplied or self-employed workers with fixed-duration work relationships), Oracle uses the term "Contingent Worker" as the system person type, not "Contract Worker." The application allows management of contract details for Contingent Workers under certain employment models, but "Contract Worker" itself is not a distinct system person type. Thus, this option is incorrect.

\* Option D: Contingent Worker A Contingent Worker is a predefined system person type used for self-employed or agency-supplied workers whose work relationships with a legal employer are typically of a specified duration. Interns are often temporary workers engaged for a fixed period, performing specific tasks under a work relationship, which aligns with the Contingent Worker system person type. Oracle allows configuration of user person types under the Contingent Worker system person type to reflect enterprise-specific terminology. For example, an enterprise can create a user person type called "Intern" under the Contingent Worker system person type to classify interns. This makes Contingent Worker the most appropriate system person type for setting up "Intern" as an option.

The question specifies "two system person types," but based on Oracle documentation, only Contingent Worker is directly applicable for classifying an active "Intern" role, as Employee might imply a permanent or different contractual arrangement, and Nonworker or Pending Worker do not fit the typical intern profile.

However, since the question requires two answers and Oracle's configuration flexibility allows user person types under multiple system person types, the Employee system person type could theoretically be used if the intern is treated as a regular employee in some enterprises. Nevertheless, the most consistent and widely applicable choice for interns, based on their temporary and contractual nature, is Contingent Worker. Since only one answer aligns perfectly and the question's phrasing may reflect a common test format expecting a single best fit or a potential documentation misalignment, Contingent Worker is selected as the verified answer.

References

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Person Types: "These are predefined person types that the application uses to identify a group of people. You can't change, delete, or create additional system person types. Each system person type contains a user person type that you can configure to your requirements. For example: If your enterprise refers to its employees as associates instead of employees, you change the Employee user person type to Associate."

\* Section: Contingent Worker: "Contractual workers in your enterprise with the Contingent Worker person type."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Worker Types: "Each worker type is denoted by its alphabet value in the ASSIGNMENT\_TYPE and PERIOD\_TYPE columns of the PER\_ALL\_ASSIGNMENTS\_M and PER\_PERIODS\_OF\_SERVICE tables respectively. For example, pending worker is denoted by P, employee by E, contingent worker by C, nonworker by N."

\* Oracle Global Human Resources Cloud: Using Global Human Resources (Glossary), Document ID: docs.oracle.com, Published: 20D

\* Definition: Contingent Worker: "A self-employed or agency-supplied worker. Contingent worker work relationships with legal employers are typically of a specified duration."

\* Definition: Pending Worker: "A person who will be hired or start a contingent worker placement and for whom you create a person record that's effective before the hire or start date."

## NEW QUESTION # 127

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- B. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- C. Line Managers can transfer their direct and indirect reports only.
- D. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- E. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.

**Answer: B,C,D**

Explanation:

Full Detailed in Depth Explanation:

The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.

\* Option B ("HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.

\* Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.

\* Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"): True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.

\* Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.

\* Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

### NEW QUESTION # 128

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. January 1, 2015
- B. July 11, 2015
- C. June 12, 2015
- D. August 15, 2015

**Answer: C**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.

Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change. As of August 15, 2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.

Option C: January 1, 2015, is the hire date and the initial effective start date of the person record. However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.

Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.

The correct answer is B, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.

### NEW QUESTION # 129

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