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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q130-Q135):

NEW QUESTION # 130

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A. Departments
- B. Positions
- C. Jobs
- D. Grades
- E. Actions
- F. Location

Answer: A,C,D,F

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

- * Jobs (A): Shared or restricted by business unit for employment consistency.
- * Grades (D): Linked to compensation and restricted by RDS.
- * Location (E): Physical work locations shared or restricted via RDS.
- * Departments (F): Organizational units managed via RDS for segregation.

NEW QUESTION # 131

Which three statements are true about Person Number? (Choose three.)

- A. Initial Person Number cannot be provided at enterprise level.
- B. Person Numbers for contacts are generated automatically.
- C. Initial Person Number can be provided at enterprise level.
- D. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created.

Answer: B,C,E

Explanation:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier assigned to individuals (employees, contingent workers, contacts, etc.). Its generation method can be configured at the enterprise level, and its behavior depends on the setup.

* Option A ("Initial Person Number can be provided at enterprise level"): True. During enterprise setup in the "Manage Enterprise HCM Information" task, you can specify whether Person Numbers are generated automatically or manually and provide an initial value (e.g., starting number). This is documented in the "Implementing Global Human Resources" guide.

* Option C ("Person Numbers for contacts are generated automatically"): True. Contacts (e.g., emergency contacts or dependents) automatically receive Person Numbers when created, regardless of the generation method for employees. This ensures uniqueness across all person types, as per Oracle's standard functionality.

* Option E ("If the Person Number generation method is once set to manual, it can be changed to automatic even if no person record is created"): True. The generation method is configurable in the enterprise setup and can be changed from manual to automatic (or vice versa) at any time before or after records are created, though changes after record creation may require careful handling of existing data.

* Option B ("If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created"): False. This statement is incomplete and misleading. The method can be changed regardless of whether a record exists, but the wording implies a restriction that isn't accurate.

* Option D ("Initial Person Number cannot be provided at enterprise level"): False. As noted in Option A, the initial value can be set at the enterprise level.

NEW QUESTION # 132

You are working with a customer whose enterprise operates in a country that requires contract information for employees. Which two employment models can be configured to meet the customer's needs?

- A. Contract assignment
- B. Multiple assignments
- C. Multiple contract - Single assignment
- D. Single assignment with contracts

Answer: C,D

Explanation:

In Oracle Global Human Resources Cloud, employment models define how work relationships, assignments, and contracts are structured for employees to meet organizational and regulatory requirements. The scenario indicates that the customer operates in a country requiring contract information for employees, implying that the system must support the tracking of employment contracts. Oracle provides several employment models, including Single Assignment, Single Assignment with Contract, Multiple Assignments, and Multiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.

* Option A: Contract assignment There is no employment model in Oracle Global Human Resources Cloud explicitly named Contract assignment. Oracle documentation defines employment models such as Single Assignment, Single Assignment with Contract, and Multiple Contract - Single Assignment, but Contract assignment is not a recognized term or model. It may be confused with contract-related configurations, but it does not exist as a distinct model. Therefore, this option is incorrect.

* Option B: Single assignment with contracts This is a valid employment model and a correct answer.

The Single Assignment with Contract model is designed for scenarios where an employee has one work relationship, one assignment, and one or more employment contracts associated with that assignment. This model supports countries that mandate contract information, such as start and end dates, contract types (e.g., fixed-term or permanent), and other contractual terms. The model allows the enterprise to track contract details in the Employment Terms section, ensuring compliance with local regulations. For example, an employee might have a single assignment as a "Consultant" with multiple fixed-term contracts linked to it, each with distinct terms. This model is ideal for the customer's requirement to track contract information.

* Option C: Multiple assignments The Multiple Assignments model allows an employee to have one work relationship with multiple

assignments, each representing different roles or jobs within the organization (e.g., an employee working as both a "Teacher" and an "Administrator"). While this model supports flexibility in managing multiple roles, Oracle documentation does not indicate that it inherently includes contract information as a mandatory component. Contracts can be associated with assignments in other models (e.g., Single Assignment with Contract), but the Multiple Assignments model focuses on assignment multiplicity rather than contract tracking. Since the customer's requirement emphasizes contract information, this model is not the best fit and is incorrect.

* Option D: Multiple contract - Single assignment This is a valid employment model and a correct answer. The Multiple Contract - Single Assignment model is specifically designed for scenarios where an employee has one work relationship, one assignment, and multiple contracts linked to that assignment, with each contract potentially having different terms or conditions. This model is used in countries where regulatory requirements mandate tracking multiple contracts for a single role, such as in cases of temporary or project-based contracts. For example, an employee in a single assignment as a "Developer" might have multiple contracts for different projects, each with unique durations or clauses.

This model directly supports the customer's need to track contract information and is appropriate for the scenario.

* Why these two models? Both Single Assignment with Contract and Multiple Contract - Single Assignment explicitly support the tracking of contract information, which is the core requirement of the scenario. The Single Assignment with Contract model is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while the Multiple Contract - Single Assignment model is used when multiple concurrent or sequential contracts are needed for regulatory compliance. These models allow the customer to capture contract details like type, duration, and terms, ensuring adherence to local laws. The other options (Contract assignment and Multiple Assignments) do not align with Oracle's predefined models or the requirement for contract information.

References

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

* Section: Employment Models: "Oracle Fusion HCM provides these employment models: single assignment, single assignment with contract, multiple assignments, multiple assignments with contract, multiple contract - single assignment. You select an employment model when you create a legislative data group."

* Section: Single Assignment with Contract: "Use this model to manage employees who have one assignment and one or more contracts in a single work relationship."

* Section: Multiple Contract - Single Assignment: "Use this model for employees who have multiple contracts associated with a single assignment in a single work relationship."

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

* Section: Employment Contracts: "Some countries require that you record contract information for employees. You can associate one or more contracts with an employee assignment when using the single assignment with contract or multiple contract - single assignment employment models."

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

* Section: Employment Model Enhancements: "Continued support for contract-based employment models to meet global regulatory requirements."

NEW QUESTION # 133

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- **B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.**
- C. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- D. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

NEW QUESTION # 134

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, department, geographies
- B. Organization, position, division, establishment
- C. Organization, position, division, geographies
- D. Organization, job, division, geographies
- E. Organization, job, department, geographies

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

- * Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.
- * Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.
- * Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.
- * Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.

* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

NEW QUESTION # 135

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