

100% Pass Oracle - 1z0-1046-24 - Oracle Global Human Resources Cloud 2024 Implementation Professional Unparalleled Latest Test Materials



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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"> 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"> 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"> 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 Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q44-Q49):

NEW QUESTION # 44

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Contract Data
- B. Standard Working Hours**
- C. Time Sheet
- D. Absences**
- E. Calendar Events**

Answer: B,D,E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

NEW QUESTION # 45

When creating your THEN condition, which Approver Types enable you to configure the Automatic Approval Action type?

- A. Representative, Management Hierarchy, Position Hierarchy
- B. Approval Groups, Representative, Management Hierarchy, Position Hierarchy**

- C. Application Role, Users, Representative, Approval Groups
- D. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- E. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud's Transaction Console, approval rules are defined with "IF" and "THEN" conditions.

The "THEN" condition specifies the action, such as "Automatic Approval," and the approver type determines who or what approves the transaction. The Automatic Approval Action type allows a transaction to be approved without human intervention based on predefined rules. According to Oracle documentation, the approver types that support configuring Automatic Approval include Approval Groups (static or dynamic groups of approvers), Representative (e.g., HR or Payroll Representative), Management Hierarchy (based on supervisor hierarchy), and Position Hierarchy (based on position structure). These types can be configured to automatically approve under specific conditions.

Option A omits Approval Groups, which is a valid type for automatic approval. Option B includes "Users" and "Job Level Based Line Manager Hierarchy," but "Users" (individual named users) and "Job Level" are not typically used for automatic approval—they are more suited for manual routing. Option C includes

"Application Role," which is used for role-based access, not automatic approval in workflows. Option D misses Approval Groups and Representative, both critical for this feature. Option E correctly lists Approval Groups, Representative, Management Hierarchy, and Position Hierarchy, aligning with Oracle's supported approver types for automatic approval.

NEW QUESTION # 46

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

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 # 47

Geography framework in HCM Cloud is used for the following purpose:

- A. To determine the address fields that display on a page when entering an address
- B. To define all work locations for your organization
- **C. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field**

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup

values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

NEW QUESTION # 48

Which three of the following tasks must be configured during an HCM implementation?

- A. Manage Enterprise HCM Information
- B. Manage Person
- C. Manage Business Unit
- D. Manage Legal Entity HCM Information
- E. Update Employment

Answer: A,B,D

Explanation:

Full Detailed in Depth Explanation:

During an HCM implementation, foundational configuration tasks include:

- * A: Manage Enterprise HCM Information sets global HR settings (e.g., employment model, work day information) critical for the enterprise.
- * B: Manage Legal Entity HCM Information configures legal entity-specific HR data, such as employment models or payroll statutory units.
- * C: Manage Person establishes person records and configurations, a core component of HR management.

NEW QUESTION # 49

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