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

Topic	Details
Topic 1	<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 2	<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 3	<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 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 (Q157-Q162):

#### NEW QUESTION # 157

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 select My Portrait and click Promote under the Actions menu.
- B. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- 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 access John's portrait and click Promote under the Actions menu.

**Answer: A,C**

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 # 158

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 two statements are true about actions? (Choose two.)

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

**Answer: C,D**

Explanation:

Full Detailed In-Depth Explanation:

Per the "Managing Workforce Records" guide:

- \* Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).
- \* Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).
- \* Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

### NEW QUESTION # 159

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- A. Change the default card to "User Account Details" in Portrait Settings.
- B. Change the order of the cards by using Portrait Settings.
- C. Enable "Allow User Control" in Portrait Settings for all the portrait cards.
- **D. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.**
- E. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.

**Answer: D**

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, the Person Gallery page displays various cards (e.g., Employment, Personal Information, etc.) that provide quick access to worker details. To reorder these cards, including arranging them in reverse alphabetical order, the system does not provide a direct configuration option within Portrait Settings to automatically sort cards alphabetically or reverse alphabetically. Instead, reordering is achieved through personalization, which allows administrators or users with appropriate permissions to manually adjust the layout of the Person Gallery page.

Option D ("Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards") is correct because Oracle HCM Cloud supports personalization of the user interface via tools like Page Composer. In Page Composer, an administrator can access the Person Gallery page, enter personalization mode, and drag and drop the cards into the desired order, such as reverse alphabetical. This change can then be saved and applied globally or for specific roles, depending on the personalization scope. The Oracle documentation, specifically "Oracle Applications Cloud: Configuring and Extending Applications," details how Page Composer enables such UI modifications.

\* Option A ("Enable 'Allow Reorder' in Portrait Settings") is incorrect because there is no "Allow Reorder" setting in Portrait Settings that directly controls card ordering on the Person Gallery. Portrait Settings typically manage visibility and default card selection, not manual reordering.

\* Option B ("Change the order of the cards by using Portrait Settings") is misleading. While Portrait Settings allow some configuration (e.g., setting the default card), they do not provide a mechanism to reorder all cards manually or systematically in reverse alphabetical order.

\* Option C ("Change the default card to 'User Account Details' in Portrait Settings") only affects which card appears first by default and does not address reordering the full set of cards.

\* Option E ("Enable 'Allow User Control' in Portrait Settings") relates to giving users control over certain card settings, but it does not enable reordering of cards on the gallery page.

### NEW QUESTION # 160

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

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

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

**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 # 161**

Identify the set enabled objects that are used for partitioning reference data.

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

**Answer: A**

Explanation:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud uses Set-enabled objects, as per the "Implementing Global Human Resources" guide. These include Department, Location, Jobs, and Grades, which can be assigned to Sets for data sharing across business units (Option D). Option A includes non-set-enabled objects like legal entity. Option B includes "salary plan" and "rates," which aren't standard set-enabled objects. Option C includes enterprise and business unit, which define structure, not reference data partitioning. Thus, Option D is correct.

**NEW QUESTION # 162**

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