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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q116-Q121):

NEW QUESTION # 116
A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application?

- A. Actions are seeded and cannot be defined by a user.
- B. Action Reasons are seeded and can be defined by a user.
- C. Action Types are seeded and cannot be defined by a user.
- D. Action Reasons are seeded and cannot be defined by a user.

Answer: B,C

Explanation:
Full Detailed In-Depth Explanation:
The Action framework in Oracle HCM Cloud consists of Action Types, Actions, and Action Reasons:
* B: True-Action Types(e.g., Promotion, Termination) are seeded by Oracle and cannot be user-defined, providing a fixed categorization structure.
* D: True-Action Reasons(e.g., "Career Advancement") include seeded values but can be user-defined via Manage Action Reasons, allowing customization to meet specific needs like the missing promotion reason.
* A: False-Actions (e.g., "Internal Promotion") can be user-defined and linked to seeded action types.
* C: False-Action Reasons are customizable, not fully seeded.
Options B and D clarify the framework's flexibility and constraints, helping the specialist address the issue per Oracle's documentation.

NEW QUESTION # 117
Select three correct Workforce Structure definitions.

- A. Country
- B. Location
- C. Division
- D. Facility
- E. Department
- F. Geography

Answer: B,C,E

Explanation:
Full Detailed In-Depth Explanation:
Workforce Structures in Oracle Global Human Resources Cloud define organizational and operational entities.
* Option A: Facility is not a standard workforce structure; it might be a custom term.
* Option B: Geography is part of the geography hierarchy, not a workforce structure.
* Option C: Correct. Division is a workforce structure for grouping operations (e.g., Line of Business).
* Option D: Correct. Department is a workforce structure for organizational units.
* Option E: Country is a geography element, not a workforce structure.
* Option F: Correct. Location is a workforce structure defining physical work sites.
The correct answers are C, D, and F, per "Implementing Global Human Resources" on workforce structures.

NEW QUESTION # 118
Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.
Which are three advantages of using Position Synchronization?

- A. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- B. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- C. The customer can configure which assignment attributes to synchronize from the position.
- D. If you use Position Synchronization, Manager Self Service cannot be used.

Answer: A,B,C

Explanation:
Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.
* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.
Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.
This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.
* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.
* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.
* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.
* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically

by assignments. Synchronized fields are read-only unless overrides are allowed."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

NEW QUESTION # 119
In HCM Cloud, you can define an employee's work time availability in several ways.
In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Employment work week, Published schedules, Primary work schedule, then Standard working hours
- B. Published schedules, Employment work week, Primary work schedule, then Standard working hours
- C. Standard working hours, Primary work schedule, Employment work week, then Published schedules

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, an employee's work time availability is determined by applying a work schedule to their assignment. The application follows a specific hierarchy to select the appropriate schedule when multiple sources are available. The question asks for the order in which the system searches for an employee's schedule.
* Hierarchy Explanation: Oracle HCM Cloud uses a predefined order to determine which schedule applies to an employee's assignment:
* Published schedules: These are specific schedules assigned to an employee, often created and published via Oracle Time and Labor or Workforce Management. They take precedence because they are explicitly assigned and tailored to the employee.
* Employment work week: Defined at the assignment level, this specifies the employee's typical work week (e.g., Monday-Friday, 40 hours). It is used if no published schedule exists.
* Primary work schedule: Configured at the enterprise or legal entity level, this is a default schedule applied to employees if no assignment-specific work week is defined.
* Standard working hours: Set at the enterprise level (via Enterprise HCM Information), these are the broadest default, used when no other schedules are defined (e.g., 9 AM-5 PM daily).
* Option A: Standard working hours, Primary work schedule, Employment work week, then Published schedulesThis option is incorrect because it reverses the hierarchy. Standard working hours are the last resort, not the first, and published schedules have the highest priority, not the lowest. Oracle documentation clearly prioritizes specific assignments over defaults.
* Option B: Employment work week, Published schedules, Primary work schedule, then Standard working hoursThis option is incorrect because it places Employment work week before Published schedules. Published schedules are checked first due to their specificity, followed by the employment work week if no published schedule exists.
* Option C: Published schedules, Employment work week, Primary work schedule, then Standard working hoursThis is the correct answer. Oracle HCM Cloud follows this exact order to determine an employee's schedule:
* Published schedules are checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).
* If none exist, the Employment work week from the assignment is used.
* If no work week is defined, the Primary work schedule (set at a higher level, like legal entity) applies.
* Finally, Standard working hours are used as the fallback if no other schedules are found.This hierarchy ensures the most specific and relevant schedule is applied, aligning with Oracle's design for flexibility and compliance.
* Why this order?The order reflects Oracle's logic of prioritizing employee-specific configurations (published schedules) over assignment-level settings (employment work week), then falling back to broader defaults (primary work schedule and standard working hours). This ensures accurate availability tracking for payroll, time management, and compliance.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Work Schedules: "The application selects schedules in this order: published schedules, employment work week, primary work schedule, standard working hours."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Configuring Work Schedules: "Describes the hierarchy for applying schedules to assignments."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Time and Labor Enhancements: "Clarifications on schedule hierarchy for employee availability."

NEW QUESTION # 120

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, includingSingle Assignment,Single Assignment with Contract,Multiple Assignments, andMultiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.

* Option A: Contract assignmentThere is no employment model in Oracle Global Human Resources Cloud explicitly namedContract assignment. Oracle documentation defines employment models such asSingle Assignment,Single Assignment with Contract, andMultiple Contract - Single Assignment, butContract assignmentis 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 contractsThis is a valid employment model and a correct answer.

TheSingle Assignment with Contractmodel 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 assignmentsTheMultiple Assignmentsmodel 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 theMultiple 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 assignmentThis is a valid employment model and a correct answer. TheMultiple Contract - Single Assignmentmodel 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?BothSingle Assignment with ContractandMultiple Contract - Single Assignmentexplicitly support the tracking of contract information, which is the core requirement of the scenario. TheSingle Assignment with Contractmodel is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while theMultiple Contract - Single Assignmentmodel 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 assignmentandMultiple 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 # 121
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