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The Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) examination is necessary for career advancement, therefore, doing your best to prepare for the Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) certification exam is essential. To succeed on the Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) exam, you require a specific Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) exam environment to practice. But before settling on any one method, you make sure that it addresses their specific concerns about the 1z0-1046-24 Exam, such as whether or not the platform they are joining will aid them in passing the Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) exam on the first try, whether or not it will be worthwhile, and will it provide the necessary 1z0-1046-24 Questions.

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

Topic	Details
Topic 1	<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>
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>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>

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### Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q67-Q72):

#### NEW QUESTION # 67

A manager returned from the U.S. Subsidiary to their source location, the U.K. Subsidiary, after a period of three months. What should a Human Resources representative do to reinstate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return date will automatically reinstate the record on the return date.
- C. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.
- **D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date.**

**Answer: D**

Explanation:

Full Detailed in Depth Explanation:

For temporary assignments across legal employers (e.g., U.S. to U.K. Subsidiary), Oracle HCM Cloud provides the Global Temporary Assignment feature.

Option D ("Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date") is correct. When a manager returns from a temporary assignment, the HR representative uses the "End Global Temporary Assignment" action, specifying the return date. This automatically terminates the temporary assignment and reinstates the original assignments in the source legal employer (U.K. Subsidiary), as per the "Using Global Human Resources" guide.

\* Option A (Descriptive Flexfield) is a custom workaround, not a standard process.

\* Option B is incorrect; entering a date alone doesn't trigger reinstatement.

\* Option C (new assignment) bypasses the temporary assignment framework.

#### NEW QUESTION # 68

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

- A. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- **B. Approval Groups, Representative, Management Hierarchy, Position Hierarchy**
- C. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- D. Application Role, Users, Representative, Approval Groups
- E. Representative, Management 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 # 69

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift. What steps should you follow to meet this requirement?

- A. Create a shift, create a work pattern, assign the work pattern through work schedule assignment
- B. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task
- C. Create a work pattern, create a shift, create a work schedule, assign the schedule through workschedule assignment
- **D. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment**

**Answer: D**

Explanation:

Full Detailed In-Depth Explanation:

To create and assign a new schedule in Oracle Global Human Resources Cloud, the "Managing Workforce Schedules" guide outlines the process:

- \* Create a shift: Define the specific work hours (e.g., 9 AM-5 PM).
- \* Create a work pattern: Combine shifts into a repeating sequence (e.g., 5 days on, 2 off).
- \* Create a work schedule: Build a schedule using the pattern, specifying start/end dates.

#### NEW QUESTION # 70

A 'Business Visa Introduction Letter' is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter, the system can store a copy, which the user downloads whenever it is required. Where are the document templates configured, before they are associated with the appropriate Document Type?

- A. Oracle Transnational Business Intelligence (OTBI)
- **B. BI Publisher (BIP)**
- C. Page Composer
- D. Design Studio

**Answer: B**

#### NEW QUESTION # 71

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Use the Configuration Package capabilities within the Configuration > Migration work area
- **B. Use the Configuration Set Migration tool within the Configuration > Migration work area**
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- D. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations

**Answer: B**

Explanation:

Full Detailed In-Depth Explanation:

Transaction Design Studio (TDS) customizations, such as rules for transactions, are migrated using the Configuration Set Migration tool, as per the "Implementing Global Human Resources" guide. Located in the Configuration > Migration work area, this tool allows export and import of TDS configurations between environments (e.g., test to production). Option A refers to a broader migration capability, not specific to TDS.

Option B (Functional Setup Manager) is for setup data, not TDS rules. Option C is incorrect, as migration is supported. Thus, Option D is correct.

## NEW QUESTION # 72

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