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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q155-Q160):

NEW QUESTION # 155
As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business in HCM Cloud. After creating them, in which two ways can you associate workers with a specific division?

- A. Division is a delivered field on the worker assignment. Therefore, when a worker is hired, the correct division would be selected by the user entering the information.
- B. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.
- C. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- D. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.

Answer: B,D

Explanation:
Full Detailed in Depth Explanation:
Divisions in Oracle HCM Cloud are organizational units often aligned with lines of business. Associating workers with divisions requires leveraging existing structures or custom fields.
* Option B ("You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object"): True. A Descriptive Flexfield (DFF) on the assignment can be configured with a value set linked to the Division object, allowing manual selection during assignment updates, as per the "Implementing Global Human Resources" guide.
* Option D ("You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments"): True. By associating a worker with a department within a division via the organization hierarchy, the worker is indirectly linked to that division, a standard practice in workforce structures.
* Option A ("Division is a delivered field on a position"): False. Position has fields like Department, but Division is not a standard delivered field.
* Option C ("Division is a delivered field on the worker assignment"): False. Assignment includes fields like Department, not Division directly.

NEW QUESTION # 156
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 Set Migration tool within the Configuration > Migration work area
- B. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment
- C. Use the Configuration Package capabilities within the Configuration > Migration work area
- D. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations

Answer: A

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 # 157

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.
Which statement is correct?

- A. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.
- B. You cannot make the "Archive After Months" field optional.
- C. You can make the "Archive After Months" field optional.

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through the Explore tab in the Journeys application. The Archive After Months field determines how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.
* Option A: You can make the "Archive After Months" field optional. This option is incorrect.
According to Oracle documentation, the Archive After Months field is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in the Explore tab.
* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field. This option is incorrect. The Purge After Months field, which determines when a journey is permanently deleted after archiving, is separate from Archive After Months. Oracle documentation specifies that Archive After Months is a required field, and its value must be set independently of Purge After Months. There is no dependency requiring the purge duration to be entered first. In fact, Purge After Months may also be mandatory, but it does not gate the entry of Archive After Months.
* Option C: You cannot make the "Archive After Months" field optional. This is the correct answer.
When creating a Journey Template via the Explore tab, the Archive After Months field is mandatory, as confirmed by Oracle's 24C documentation. This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.
* Why this answer? The mandatory nature of the Archive After Months field supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it to Purge After Months is supported, making C the only accurate statement.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

NEW QUESTION # 158

Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- A. You must have both functional privileges and access to the REST API resources to create alerts.
- B. You must have the user-defined alerts privilege to modify predefined alerts.
- C. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.
- D. You must have the predefined alerts privilege to create user-defined alerts.
- E. You can create alerts without having any privileges assigned to your user account.

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.
Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's "predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement. Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

NEW QUESTION # 159

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error.
(Choose three.)

- A. A grade cannot be deleted and can only be end-dated.
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. There are assignment records of one or more employees associated with this grade.
- E. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

Answer: B,C,D

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, grades are part of the compensation and job structure. Deleting a grade is restricted if it's referenced elsewhere in the system.
Option A ("There are assignment records of one or more employees associated with this grade"): True. If an employee's assignment references the grade, deletion is blocked to maintain data integrity, per the "Implementing Global Human Resources" guide.
Option B ("The grade has grade rates defined"): True. Grade rates (e.g., salary ranges) linked to the grade prevent deletion until removed.
Option C ("The grade is linked to a grade ladder"): True. Grades in a grade ladder (progression structure) cannot be deleted until unlinked.
Option D ("A grade cannot be deleted and can only be made inactive by changing the status to 'Inactive'"):
False. Grades can be deleted if no dependencies exist; inactivation is an alternative, not a requirement.
Option E ("A grade cannot be deleted and can only be end-dated"): False. End-dating is an option, but deletion is possible if constraints are cleared.

NEW QUESTION # 160

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