

Oracle 1z0-1046-24證照指南， 1z0-1046-24測試



我們在工作中始終要牢記，擁有一份工作就要懂得感恩的道理，這樣，你一定會收穫很多。然而 Oracle 的 1z0-1046-24 考試是一科很難通過的考試，但是你也不用過分擔心。只要你利用了適當的方法，輕鬆地通過考試也不是不可能的。那麼你知道什麼是適當的方法嗎？使用 1z0-1046-24 的 1z0-1046-24 考試資料就是一種最好不過的方法。我們一直以來幫助了很多參加IT認定考試的考生，並且得到了大家的一致好評。

Oracle 1z0-1046-24 考試大綱：

主題	簡介
主題 1	<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.
主題 2	<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.
主題 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.
主題 4	<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.

Oracle 1z0-1046-24測試， 1z0-1046-24熱門證照

因為Oracle技術一直在快速發展，所以1z0-1046-24認證考試的試題也在不斷變化。因此，Fast2test的考古題也在一直更新。並且，如果你購買了Fast2test的資料，Fast2test將為你提供一年的免費更新服務。只要試題一更新，Fast2test馬上把最新版的資料發送給你。這樣就可以保證你隨時擁有最新版的資料。Fast2test不僅可以幫助你通過考試，還可以幫助你學習最新的知識。这样实惠的资料你千万不要错过。

最新的 Oracle Global Human Resources Cloud 1z0-1046-24 免費考試真題 (Q105-Q110):

問題 #105

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers. What step in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Change the value of Complete Task Immediately When Participant Chooses to Approve.
- B. Deselect Allow Participants To Edit Future Participants.
- **C. Change the Task Aggregation configuration to Once Per Task.**
- D. Select Allow Participants To Edit Future Participants.
- E. Select Allow All Participants To Route Task To Other Participants.

答案: C

解題說明:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. When an approver (e.g., the same manager as both line and HR) appears multiple times, duplicate notifications can occur unless aggregation is configured.

* Option A: Routing to other participants doesn't address duplicate notifications for the same approver.

* Option B: Correct. Setting Task Aggregation to "Once Per Task" in BPM ensures that if the same approver appears multiple times in the chain, they receive only one notification to approve the task once, fulfilling the requirement.

* Option C: Immediate completion affects task closure timing, not notification frequency.

* Option D: Editing future participants doesn't control notification aggregation.

* Option E: Allowing edits to future participants is unrelated to duplicate notifications.

The correct answer is B, as per "Using Global Human Resources" on BPM approval configuration.

問題 #106

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

答案: A,C,E

解題說明:

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.

問題 #107

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.**

答案: D

解題說明:

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.

問題 #108

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. 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.**
- B. 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.
- 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.**

答案: A,D

解題說明:

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.

