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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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.
Topic 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.

Topic 4	<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.
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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q55-Q60):

NEW QUESTION # 55

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015, to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. July 11, 2015
- B. January 1, 2015
- C. June 12, 2015
- D. August 15, 2015

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the "effective start date" for an employee typically refers to the start date of their person record or a specific change, depending on context. Here, the question involves a name change backdated to the marriage date, and we need the effective start date displayed as of August 15, 2015.

* Option A: July 11, 2015, is the date the change was requested and processed. However, the name change was applied retroactively to the marriage date, not this transaction date.

* Option B: Correct. June 12, 2015, is the marriage date, and the request was to update the last name effective from that date. In Oracle HCM, when you update a person's name with an effective date (via Manage Person or a similar task), the system records this as the effective start date of the name change.

As of August 15, 2015, the system displays the name change effective from June 12, 2015, reflecting the backdated update.

* Option C: January 1, 2015, is the hire date and the initial effective start date of the person record.

However, the name change overrides this for the specific attribute (last name), and the question implies the effective date tied to the update.

* Option D: August 15, 2015, is the "as of" date, not an effective start date for any change or the employee's record.

The correct answer is B, as the effective start date of the name change is June 12, 2015, per "Using Global Human Resources" on managing person data with effective dating.

NEW QUESTION # 56

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.

Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addresstask within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Setup User role. These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

NEW QUESTION # 57

When a parent position becomes vacant, you need the incumbents in the child positions to be assigned to a delegate position rather than the second-level parent position. To achieve this, what steps must be followed?

- A. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- B. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on the HCM Position Hierarchy, and the Synchronize Person Assignments from Position ESS process must be run.
- C. The parent position is vacant, a value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.
- D. A value is specified for the Delegate Position attribute, the line manager synchronization needs to be based on Position Trees, and the Synchronize Person Assignments from Position ESS process must be run.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, position hierarchies define reporting structures, and the Delegate Position attribute allows redirection of reporting lines when a parent position is vacant. The synchronization process ensures these changes reflect in person assignments.

* Option A: This omits the condition that the parent position must be vacant, which is critical to trigger the delegate reassignment. It's incomplete.

* Option B: Using "Position Trees" is incorrect; Oracle uses the "HCM Position Hierarchy" for line manager synchronization, not generic position trees, which are not a standard synchronization mechanism in this context.

* Option C: This is correct:

* The parent position is vacant (trigger condition).

* A Delegate Position attribute is specified (e.g., via the Manage Positions task) to redirect child position incumbents.

* Line manager synchronization is based on the HCM Position Hierarchy (configured in Manage Enterprise HCM Information).

* The "Synchronize Person Assignments from Position" ESS process updates assignments to reflect the delegate position. This aligns with Oracle's position management functionality.

* Option D: Like B, it incorrectly references "Position Trees" instead of the HCM Position Hierarchy, making it invalid.

The correct answer is C, as detailed in "Implementing Global Human Resources" under Position Management.

NEW QUESTION # 58

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

Answer: A,D,E

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 # 59

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- **A. Departments**
- B. Positions
- C. Actions
- **D. Grades**
- **E. Jobs**
- **F. Location**

Answer: A,D,E,F

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

* Jobs (A): Shared or restricted by business unit for employment consistency.

* Grades (D): Linked to compensation and restricted by RDS.

* Location (E): Physical work locations shared or restricted via RDS.

* Departments (F): Organizational units managed via RDS for segregation.

NEW QUESTION # 60

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