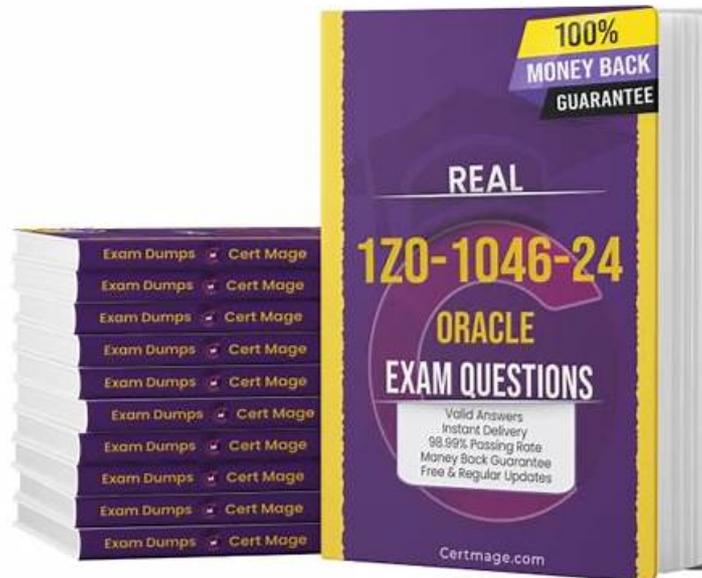


1z0-1046-24 Reliable Test Answers - Updated 1z0-1046-24 CBT



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Oracle Global Human Resources Cloud 2024 Implementation Professional exam is one of the top-rated Oracle 1z0-1046-24 Exams. This Oracle Global Human Resources Cloud 2024 Implementation Professional exam offers an industrial-recognized way to validate a candidate's skills and knowledge. Everyone can participate in Oracle Global Human Resources Cloud 2024 Implementation Professional exam requirements after completing the Oracle Global Human Resources Cloud 2024 Implementation Professional exam. With the Oracle Global Human Resources Cloud 2024 Implementation Professional exam you can learn in-demand skills and upgrade your knowledge. You can enhance your salary package and you can get a promotion in your company instantly.

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"> 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 3	<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.
Topic 4	<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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q112-Q117):

NEW QUESTION # 112

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. Action Reasons were not defined in the checklist.
- B. The Action associated with the checklist does not match the Action selected during the termination process.
- C. Action Type was not defined for the checklist.
- D. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

Answer: D

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, checklists are used to manage tasks associated with specific HR processes, such as offboarding. When a checklist template is created with a category (e.g., Offboarding) and an action (e.g., Termination), it must be allocated to a worker to appear in the Manage Allocated Checklist region. The allocation does not happen automatically upon termination unless a specific process is triggered.

Option D ("The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person") is correct. Oracle HCM Cloud provides a seeded process called "Allocate Checklists," which must be scheduled or run manually to assign checklists to eligible workers based on predefined criteria (e.g., termination action). If this process is not executed after the termination, the checklist will not appear in the Manage Allocated Checklist region, even if the template is correctly configured. The documentation in

"Implementing Global Human Resources" explains that checklist allocation relies on this process to match the worker's life event (e.g., termination) with the appropriate template.

* Option A ("Action Type was not defined for the checklist") is incorrect because the question states the checklist was created with an Action (Termination), implying the Action Type is defined. Action Type is a higher-level classification (e.g., Termination), and its presence is assumed here.

* Option B ("The Action associated with the checklist does not match the Action selected during the termination process") could be a potential issue, but the question specifies the checklist uses the "Termination" action, which aligns with the employee retiring (a form of termination). Without evidence of a mismatch, this is not the

primary cause.

* Option C ("Action Reasons were not defined in the checklist") is incorrect because Action Reasons are optional in checklist templates and not mandatory for allocation. The checklist can still be allocated based on the Action alone.

NEW QUESTION # 113

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

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.

According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:

Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually published schedules that take precedence.

Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.

Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.

Standard working hours: These serve as the default fallback if no other schedules are defined.

The exact extract from the Oracle documentation states:

"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.

Why the other options are incorrect:

Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.

Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.

Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

NEW QUESTION # 114

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. Absences
- D. Contract Data
- E. Standard Working Hours

Answer: A,C,E

Explanation:

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.

NEW QUESTION # 115

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Educate users not to use such Actions.
- B. Hide Actions.
- C. Enter Action End Date.
- D. Delete Actions.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.

* Option A: Educating users is not a system-enforced solution and risks accidental use.

* Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.

* Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.

* Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less reliable than end-dating.

The correct answer is C, as per "Implementing Global Human Resources" on Action management.

NEW QUESTION # 116

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

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

