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Oracle Global Human Resources Cloud 2024 Implementation Professional

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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q42-Q47):

NEW QUESTION # 42

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A. Enterprise Structures work area
- B. Workforce Structures work area
- **C. Setup and Maintenance work area**
- D. Person Management work area

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The Setup and Maintenance work area(FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making it the correct answer.

NEW QUESTION # 43

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with

the internal support team. What is the cause of this error?

- A. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- B. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- **C. The BPM task NewPersonEmploymentApproval is not set up properly.**
- D. The Update Person Keyword Search process must be run before hiring a person.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

- * Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.
- * Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.
- * Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid- process BPM fault.
- * Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

NEW QUESTION # 44

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. It predicts team/individual involuntary termination and performance.
- **B. It predicts individual voluntary termination and performance.**
- **C. Performance predictions are available for both teams and individual assignments.**
- **D. It predicts team voluntary termination and performance.**
- E. Contingent Worker and Nonworker work relationships are included.

Answer: B,C,D

Explanation:

Full Detailed in Depth Explanation:

Oracle Workforce Predictions uses machine learning to forecast workforce trends, such as terminations and performance, based on historical data.

- * Option A ("Performance predictions are available for both teams and individual assignments"): True. Workforce Predictions provides performance insights at both individual and team levels, allowing managers to assess potential outcomes across assignments, as noted in the "Using Workforce Predictions" guide.
- * Option C ("It predicts individual voluntary termination and performance"): True. The tool specifically predicts voluntary terminations (e.g., resignations) and performance for individuals, a core feature highlighted in Oracle documentation.
- * Option D ("It predicts team voluntary termination and performance"): True. Predictions extend to team- level voluntary termination rates and performance trends, supporting broader workforce planning.
- * Option B ("Contingent Worker and Nonworker work relationships are included"): False. Workforce Predictions typically focuses on employees; contingent workers and nonworkers (e.g., contacts) are not included in standard prediction models unless explicitly configured.
- * Option E ("It predicts team/individual involuntary termination and performance"): False. The tool emphasizes voluntary terminations, not involuntary (e.g., layoffs), as its primary predictive focus.

NEW QUESTION # 45

A manager discovers that a worker has no work schedule assigned when trying to check their availability by using the View Calendar task of the My Team work area.

Without a work schedule, which three can be used to determine the availability of a worker?

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

Answer: B,C,E

Explanation:

The scenario describes a manager using the View Calendartask in the My Teamwork area to check a worker's availability, but the worker has no work schedule assigned. The question asks which three options can be used to determine the worker's availability in this case. Without a work schedule, Oracle HCM Cloud relies on other data sources to infer availability, such as events, absences, and default hours.

* Option A: Calendar Events This is a correct answer. Calendar Events in Oracle HCM Cloud represent specific activities or commitments, such as meetings, training sessions, or other scheduled events, that impact an employee's availability. In the View Calendartask, the manager can see these events on the worker's calendar, indicating times when the worker is unavailable due to booked activities. For example, a training session from 10 AM-12 PM would show the worker as unavailable during those hours. Oracle documentation confirms that calendar events are visible in the Redwood calendar view, making this a valid source.

* Option B: Absences This is a correct answer. Absences recorded in Oracle Absence Management (e.g., vacation, sick leave) directly affect a worker's availability. In the View Calendartask, absences appear as blocked time periods, indicating when the worker is not available to perform work. For instance, a worker on leave from April 16-18, 2025, would show as unavailable on those dates. Oracle's Redwood calendar integrates absence data, making this a key source for determining availability without a work schedule.

* Option C: Time Sheet This option is incorrect. Time Sheet data, managed in Oracle Time and Labor, records hours worked or submitted by an employee, typically after the fact. While time sheets can confirm past work hours, they do not proactively indicate future availability in the View Calendartask.

Oracle documentation does not list time sheets as a source for real-time availability, especially in the absence of a work schedule, making this option unsuitable.

* Option D: Contract Data This option is incorrect. Contract Data includes details like contract type, duration, or terms (e.g., fixed-term or permanent), typically stored in the employment record. While contract data may define work hours in some models (e.g., Single Assignment with Contract), it does not directly populate the View Calendartask with availability information. Oracle does not use contract data to display availability in this context, ruling out this option.

* Option E: Standard Working Hours This is a correct answer. Standard Working Hours, defined at the enterprise level (via Enterprise HCM Information) or inherited from a higher-level configuration, provide a default work schedule (e.g., 9 AM-5 PM, Monday-Friday) when no specific work schedule is assigned. In the View Calendartask, if no work schedule exists, the system assumes the worker is available during standard working hours, adjusted for absences or calendar events. Oracle documentation confirms that standard working hours serve as a fallback for availability calculations.

* Why these three? Without a work schedule, the View Calendartask relies on Calendar Events and Absences to show specific times when the worker is unavailable, and Standard Working Hours to define the baseline periods when the worker is assumed available. These sources provide a comprehensive view of availability, aligning with Oracle's Redwood calendar functionality in the My Teamwork area.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: View Calendar Task: "Managers can view team availability, including absences, calendar events, and working hours, in the My Team work area."

* Section: Standard Working Hours: "Used as a default when no work schedule is assigned."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Redwood Calendar Enhancements: "Improved visibility of absences and calendar events in the View Calendar task."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Absence Management Integration: "Absences are reflected in calendar views for availability tracking."

NEW QUESTION # 46

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- A. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- B. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- D. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

NEW QUESTION # 47

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