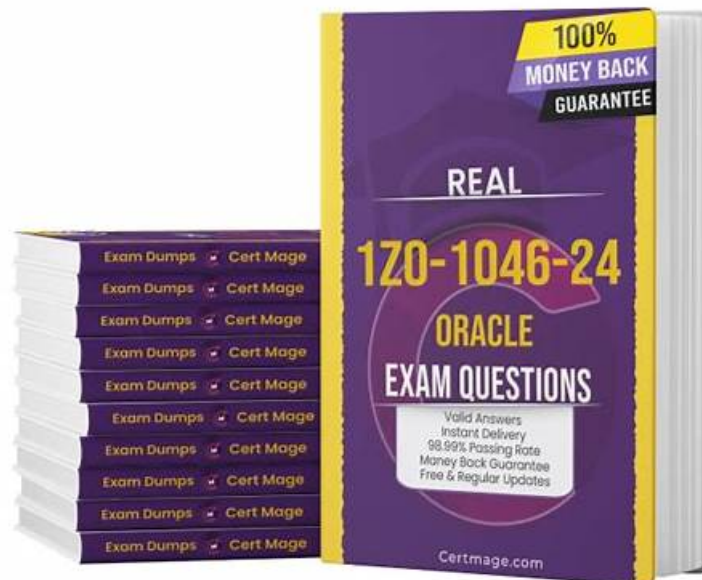


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Um Ihre Oracle 1z0-1046-24 Zertifizierungsprüfungen reibungslos erfolgreich zu meistern, brauchen Sie nur unsere Prüfungsfragen und Antworten zu Oracle 1z0-1046-24 Dumps (Oracle Global Human Resources Cloud 2024 Implementation Professional) auswendigzulernen. Viel Erfolg!

Oracle 1z0-1046-24 Prüfungsplan:

Thema	Einzelheiten
Thema 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.
Thema 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.
Thema 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.

Thema 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 1z0-1046-24 Prüfungsfragen mit Lösungen (Q145-Q150):

145. Frage

You hired an employee on January 1, 2023. This employee got married on June 12, 2023. You received a request from the employee on July 11, 2023, to change their last name from the date of marriage. You changed the last name of the employee by using the Person Quick Action as requested on the same day. What are the effective dates for the Person and Assignment records?

- A. August 15, 2023 for Person and June 12, 2023 for Assignment
- B. January 1, 2023 for Assignment and July 11, 2023 for Person
- C. June 12, 2023 for Person and January 1, 2023 for Assignment
- D. June 12, 2023 for Person and Assignment**

Antwort: D

Begründung:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, the Person Quick Action (e.g., Change Name) updates the global person record, which is separate from assignment records. When an HR specialist changes an employee's last name via Person Quick Action and specifies an effective date (e.g., the marriage date, June 12, 2023), this date applies to the person record. The documentation states that name changes can be backdated to reflect life events, and if the

"Synchronize to Assignments" option is enabled (default behavior unless overridden), the updated name also propagates to all active assignments with the same effective date—here, June 12, 2023. The assignment's original start date (January 1, 2023) remains unchanged unless explicitly modified via a separate transaction (e.g., Manage Employment).

Option A introduces an arbitrary August 15 date, which has no basis. Option B uses July 11 (request date) for Person, ignoring the backdated request, and January 1 for Assignment, which doesn't reflect synchronization.

Option D keeps Assignment at January 1, contradicting the synchronization default. Option C correctly sets both Person and Assignment to June 12, 2023, per Oracle's name change and synchronization behavior.

146. Frage

Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

- A. Grade Rate
- B. Grade
- C. Grade Ladder
- D. Salary Basis**

Antwort: D

Begründung:

Full Detailed in Depth Explanation:

To track base pay at the worker level in Oracle HCM Cloud, the Salary Basis must be configured. Salary Basis defines how a worker's pay is calculated (e.g., hourly, annual) and links to payroll elements for tracking.

* B(Grade) and C(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

147. Frage

At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

- A. Role
- B. Product
- C. Site
- D. User

Antwort: C,D

Begründung:

Full Detailed in Depth Explanation:

Profile Options in Oracle HCM Cloud control system behavior and can be set at:

* A: Site level, applying globally to all users and organizations.

* D: User level, allowing personalization for individual users.

148. Frage

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, department, geographies
- B. Organization, position, division, establishment
- C. Organization, position, division, geographies
- D. Organization, job, department, geographies
- E. Organization, job, division, geographies

Antwort: A

Begründung:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.

* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.

* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.

* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in

option A.

* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

149. Frage

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. A new work relationship in the destination legal employer is not created automatically.
- B. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- C. A new work relationship in the destination legal employer is created automatically.
- D. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- E. The Human Resources Representative cannot override the default changes.

Antwort: B,C,D

Begründung:

Full Detailed in Depth Explanation:

The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.

Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.

Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.

Option E ("A new work relationship in the destination legal employer is created automatically"): True. A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.

Option A ("A new work relationship in the destination legal employer is not created automatically"): False.

This contradicts the automated nature of Global Transfer.

Option B ("The Human Resources Representative cannot override the default changes"): False. Overrides are allowed, as noted in Option C.

150. Frage

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