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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 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.
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">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"> • 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 (Q92-Q97):

NEW QUESTION # 92

From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Locations page
- B. Redwood Person Spotlight page
- C. Redwood Jobs page
- **D. Redwood Positions read-only page**

Answer: D

NEW QUESTION # 93

Availability (work time) can be defined in HCM Cloud in different ways. In what 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, Standard working hours**
- B. Published schedules, Primary work schedule, Employment work week, Standard working hours
- C. Employment work week, Published schedules, Primary work schedule, Standard working hours
- D. Standard working hours, Primary work schedule, Employment work week, Published schedules

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, an employee's work schedule is determined by a precedence order, as outlined in the "Managing Workforce Schedules" guide. The system searches:

- * Published schedules (specific schedules assigned to the worker, highest priority).
- * Employment work week (defined in the employment record).
- * Primary work schedule (a general schedule linked to the worker or job).

NEW QUESTION # 94

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- **B. While configuring Approval Group List Builder, select "Allow empty groups" as False.**
- C. All approvers must be present in the system; else, the promotion transaction fails.

- D. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.
- E. The default functionality is that if any approver is not present, then the transaction gets auto-approved.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklist using Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.

* Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).

* Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.

* Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.

* Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).

* Option E: Flexfields don't control approval routing; they're for data capture, not process flow.

The correct answer is D, as per "Using Global Human Resources" on approval setup.

NEW QUESTION # 95

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

- A. The second-level approver might have opted for an ad hoc route.
- **B. The second-level approver might have executed a pushback on the request.**
- C. The second-level approver might have approved the request.
- **D. The second-level approver might have rejected the request.**

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.

According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:

* The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.

* The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.

The exact extract from the Oracle documentation states:

"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:

* Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.

* Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.

Detailed Analysis of Correct Options:

* Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.

* Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous

approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

NEW QUESTION # 96

Which three options are true regarding Grade Ladders?

- A. Grade Ladders are used to group grades or grades with steps.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Two types of Grade Ladders are available.
- D. A Grade Ladder can be created with a combination of both grades and grades with steps.

Answer: A,C,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, Grade Ladders organize grades (flat pay levels) or grades with steps (progression points within a grade) to manage compensation structures.

Option A: Correct. Grade Ladders group grades (without steps) or grades with steps, providing a framework for salary progression or rate assignment, as defined in the "Manage Grade Ladders" task.

Option B: Incorrect. Oracle allows flexibility; a Grade Ladder can mix grades without steps and grades with steps, though it's less common and depends on configuration.

Option C: Correct. A Grade Ladder can include both types (grades and grades with steps), offering versatility in structuring pay scales, as supported by the system's grade ladder setup options.

Option D: Correct. Two types of Grade Ladders exist:

Grade Ladder with Grades: For flat grades without steps.

Grade Ladder with Steps: For grades with progression steps.

This is explicitly outlined in Oracle documentation.

The correct answers are A, C, and D, per "Implementing Global Human Resources" on grade structures.

NEW QUESTION # 97

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