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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">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 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"> 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 (Q48-Q53):

NEW QUESTION # 48

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are you allowed to directly make on the My Public Info page that all users with access to your Public Spotlight will be able to view?

- A. Home address, area of interest, contact information, profile photo, public message, and background photo
- B. About me, contact information, profile photo, public message, favorites, and background photo
- C. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- D. Your answer is incorrect
- E. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the Public Info/Spotlight page in the Directory allows employees to update certain fields visible to others, managed via the "Edit My Public Info" action.

Option A: "HR representative information" is not editable by employees; it's system-managed.

Option B: Not a valid answer option.

Option C: "Peer information" is not a standard editable field on the public profile.

Option D: "Home address" is private and not part of the public profile; it's restricted.

Option E: Correct. Employees can update:

About me (bio),

Contact information (e.g., work phone),

Profile photo,

Public message (status),

Favorites (e.g., interests),

Background photo (header image).

The correct answer is E, per "Using Global Human Resources" on Directory features.

NEW QUESTION # 49

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Workforce Modeling
- B. Workforce Compensation

- C. Workforce Directory
- D. Time and Labor
- E. Core Human Resources

Answer: A,C,E

Explanation:

Full Detailed In-Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

- * Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.
- * Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.
- * Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

NEW QUESTION # 50

Contextual Journeys are displayed:

- A. Only on Thursdays
- B. Via the employees' "Journeys" tile
- C. When initiating a Quick Action
- D. In page or section headers

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.

Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

NEW QUESTION # 51

An IT company's consulting department based in Bangalore goes for two team outing events every year.

However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

NEW QUESTION # 52

If you notice outstanding notifications, how can you move an approval along?

- Answer: A**

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