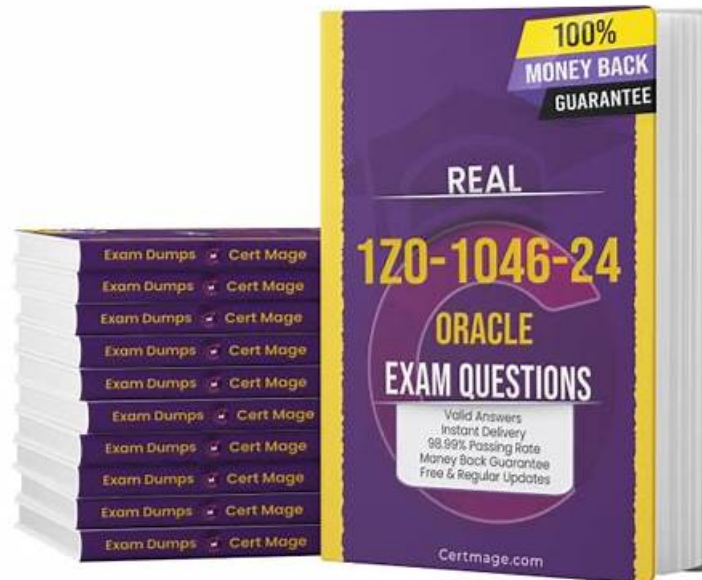# Reliable 1z0-1046-24 Exam Questions & 1z0-1046-24 Exam Torrent

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q35-Q40):

NEW QUESTION # 35
Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of

steps that you need to perform to meet this requirement?

- A. Create a new action type, create a new action, create a new action reason and use it during termination
- B. Create a new action reason, associate the action reason with a new or existing action, use that action and action reason during termination
- C. Create a new action, create a new reason and use it during termination
- D. Create a new action reason and associate it with the available action type, use it during termination
- E. Create a new action type, create a new action reason and use it during termination

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
To track voluntary terminations in Oracle Global Human Resources Cloud, the "Managing Workforce Records" guide advises:
* Create a new action reason: Define a specific reason (e.g., "Voluntary Resignation").
* Associate it with a new or existing action: Link it to an existing Action (e.g., "Termination") or create a new one (e.g., "Voluntary Termination").

NEW QUESTION # 36
The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

- A. Use the Default Grade Rates that are available upon creating grades.
- B. First add the rates for each step, then add the grade to a grade ladder.
- C. Add the rates separately using the Manage Grade Rates task.
- D. Add the rates at the same time as when you add the grade using the Manage Grades task.
- E. First add the grade to a grade ladder, then add the rates for each step.

Answer: C,D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, grade rates define the pay values associated with grades, which can be set up with or without steps. When grades are created without steps (i.e., flat grades rather than grade ladders with progression steps), you can still assign rates to them. The system provides multiple methods to achieve this, and the question asks for two correct options.
* Option A: Default grade rates are not automatically available upon creating grades unless predefined during initial setup. The system does not inherently provide "default grade rates" for every grade unless explicitly configured, making this option incorrect for grades without steps.
* Option B: Adding a grade to a grade ladder implies the grade is part of a stepped structure. However, the question specifies that the grades were created without steps, so this option is not applicable as it assumes a grade ladder with steps exists or needs to be created, which contradicts the scenario.
* Option C: The "Manage Grade Rates" task allows you to define salary ranges or specific rates for grades independently of grade ladders. For grades without steps, you can use this task to add rates (e.g., minimum, midpoint, maximum) directly to the grade. This is a valid and straightforward method, making it a correct option.
* Option D: This option assumes a stepped structure where rates are added for each step before linking to a grade ladder. Since the grades lack steps, this approach is not feasible in this context.
* Option E: The "Manage Grades" task allows you to create or edit grades and, during this process, associate grade rates directly (e.g., by linking to a grade rate range). For grades without steps, you can add rates at the time of grade creation or modification, making this a correct option.
Thus, the two correct options are C(using the Manage Grade Rates task) and E(adding rates via the Manage Grades task). This is supported by Oracle documentation in "Implementing Global Human Resources," which details grade and grade rate setup processes.

NEW QUESTION # 37
At which two levels can Profile Options be set for HCM Cloud: Global Human Resources?

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

- D. Role

Answer: A,B

Explanation:
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.

NEW QUESTION # 38
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. Contract Data
- B. Absences
- C. Calendar Events
- D. Standard Working Hours
- E. Time Sheet

Answer: B,C,D

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 # 39
Which new field has been added to the Redwood Person Spotlight search and Quick Actions to enhance the person search functionality?

- A. Person Number
- B. Job Title
- C. Department

Answer: A

Explanation:
The Redwood Person Spotlight search and Quick Actions in Oracle HCM Cloud enhance user experience by improving person search functionality. The question asks which new field has been added to these features to enhance search capabilities.
* Option A: Person Number This is the correct answer. Oracle's 24C release notes specify that the Person Number field has been added to the Redwood Person Spotlight search and Quick Actions. This allows users to search for individuals using their unique person number (e.g., EMP12345), improving precision and speed in locating employee records, especially in large organizations. The addition of Person Number enhances the search functionality by providing a direct identifier, complementing existing fields like name or email.

* Option B: Job TitleThis option is incorrect. WhileJob Titleis a searchable attribute in some HCM search contexts, Oracle's 24C and 25A release notes do not indicate that it was newly added to the Redwood Person Spotlight search or Quick Actions. Job title may already be part of other search criteria, but it is not highlighted as a new enhancement for this feature.
* Option C: DepartmentThis option is incorrect.Departmentis a common attribute in HCM searches, but there is no mention in Oracle's recent documentation of it being added as a new field to the Redwood Person Spotlight search or Quick Actions. The focus of the enhancement is onPerson Numberto improve identification accuracy.
* Why this answer?The addition ofPerson Numberto the Redwood Person Spotlight search and Quick Actions directly enhances search precision, as it is a unique identifier for each employee. This aligns with Oracle's goal of streamlining user interactions in the Redwood interface, makingAthe correct choice.
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oracle.com, Published: 2024-07-02
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* Section: Search Enhancements: "Continued improvements to Person Spotlight with unique identifiers."

NEW QUESTION # 40
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