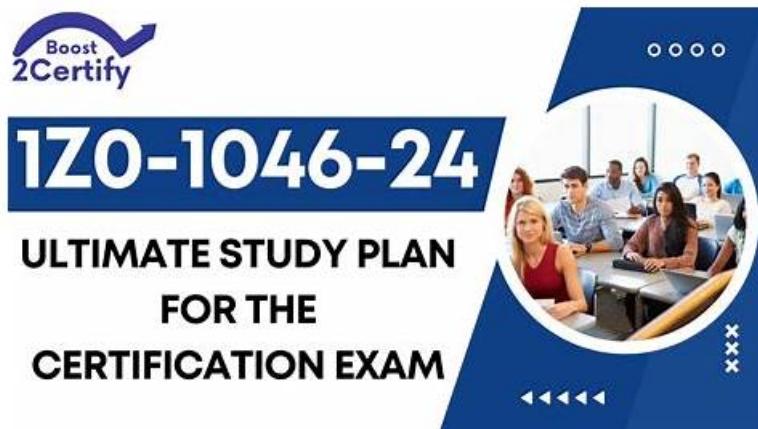# Reliable 1z0-1046-24 Exam Pattern & 1z0-1046-24 New Test Bootcamp

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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 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.

>> **Reliable 1z0-1046-24 Exam Pattern** <<

1z0-1046-24 New Test Bootcamp & 1z0-1046-24 Reliable Test Guide

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q94-Q99):

NEW QUESTION # 94
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. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The BPM task NewPersonEmploymentApproval is not set up properly.
- C. The Update Person Keyword Search process must be run before hiring a person.
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Answer: B

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. Thiswouldn'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 isB, as detailed in "Implementing Global Human Resources" under Approval Configuration.

NEW QUESTION # 95
Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Workforce Directory
- B. Time and Labor
- C. Workforce Compensation
- D. Core Human Resources
- E. Workforce Modeling

Answer: A,D,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 # 96

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error.

(Choose three.)

- A. A grade cannot be deleted and can only be end-dated.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade is linked to a grade ladder.
- D. The grade has grade rates defined.
- E. There are assignment records of one or more employees associated with this grade.

Answer: C,D,E

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, grades are part of the compensation and job structure. Deleting a grade is restricted if it's referenced elsewhere in the system.

* Option A ("There are assignment records of one or more employees associated with this grade"): True.

If an employee's assignment references the grade, deletion is blocked to maintain data integrity, per the "Implementing Global Human Resources" guide.

* Option B ("The grade has grade rates defined"): True. Grade rates (e.g., salary ranges) linked to the grade prevent deletion until removed.

* Option C ("The grade is linked to a grade ladder"): True. Grades in a grade ladder (progression structure) cannot be deleted until unlinked.

* Option D ("A grade cannot be deleted and can only be made inactive by changing the status to 'Inactive'"): False. Grades can be deleted if no dependencies exist; inactivation is an alternative, not a requirement.

* Option E ("A grade cannot be deleted and can only be end-dated"): False. End-dating is an option, but deletion is possible if constraints are cleared.

NEW QUESTION # 97

An employee's job description is "Recruiter" as of 01-Jan-2023. This job was updated in the system to "Consultant" on 01-Feb-2023. The 01-Feb-2023 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2023, an HR specialist wants to view this employee's previous employment details and searches for them using Global Search. The HR specialist enters the search keyword "Recruiter" along with the effective date value of 31-Jan-2023 because the employee was working as a recruiter on 31-Jan-2023. The search returns no rows. What is the reason?

- A. The Update Person Search Keyword process has failed on 31-Jan-2023 but ran successfully the next day.
- B. The Person Management page search does not support Job attribute keywords.
- C. The Update Person Search Keyword process has failed on 01-Mar-2023 but ran successfully the previous day.
- D. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.

Answer: F

Explanation:

Full Detailed In-Depth Explanation:

The Global Search in Oracle HCM Cloud relies on the "Update Person Search Keyword" process, which maintains a keyword index for person records. This process updates the index with the latest effective-dated attributes (e.g., job) as of the process run date, not historical data tied to specific effective dates. In this case, the employee's job changed from "Recruiter" (effective 01-Jan-2023) to "Consultant" (effective 01-Feb-2023). By 01-Mar-2023, when the HR specialist searches, the keyword index reflects the latest job ("Consultant") because the process overwrites prior values with the most recent effective-dated record. Thus, searching for "Recruiter" with an effective date of 31-Jan-2023 fails because the historical job isn't preserved in the index-only "Consultant" is searchable.

Option A is incorrect because Job attributes are supported in searches. Options B and D (process failures) lack evidence and don't explain the behavior. Option C is misleading-effective dates aren't associated in the index; they're overwritten. Option E is wrong

because date-effective searches are supported, but the index limits results to current data. Option F correctly identifies that the latest job ("Consultant") replaced
"Recruiter" in the keyword record.

NEW QUESTION # 98
In an organization, a line manager is going on a long vacation and wants all his approvalnotifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. He has to configure new approval routing policies.
- B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- C. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.
- D. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
Oracle HCM Cloud's BPM Worklist allows users to setVacation Rules(also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.
Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests-it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.

NEW QUESTION # 99
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