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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details

Topic 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.
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	• 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 4	• 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.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q115-Q120):

NEW QUESTION # 115
Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

- A. You must have the user-defined alerts privilege to modify predefined alerts.
- B. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.
- C. You must have both functional privileges and access to the REST API resources to create alerts.
- D. You must have the predefined alerts privilege to create user-defined alerts.
- E. You can create alerts without having any privileges assigned to your user account.

Answer: A

Explanation:
Full Detailed In-Depth Explanation:
Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.
Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's
"predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement.
Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

NEW QUESTION # 116
You are configuring your customer's requirements for the Promote transaction.
Which Approval types are supported during the configuration?

- A. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- B. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
When configuring approval rules for the "Promote" transaction in Oracle Global Human Resources Cloud, the supported Approval Types are defined in the "Securing HCM" guide under "Approval Management." The correct types are: Application Role (e.g., HR Specialist), Approval Groups (predefined groups), Management Hierarchy (supervisory levels), Position Hierarchy (position-based levels), Representative (a delegate), Self Auto Approve (automatic approval for the initiator), and User (specific individual). Option B lists all these accurately. Option A includes "Data Role," which is a security concept, not an approval type. Option C uses "Parent Position" (not a standard term), and Option D includes "Enterprise Role" (not applicable here). Thus, Option B is correct.

NEW QUESTION # 117
Which three of the following tasks must be configured during an HCM implementation?

- A. Manage Legal Entity HCM Information
- B. Update Employment
- C. Manage Enterprise HCM Information
- D. Manage Person
- E. Manage Business Unit

Answer: A,C,D

Explanation:
Full Detailed in Depth Explanation:
During an HCM implementation, foundational configuration tasks include:
A: Manage Enterprise HCM Information sets global HR settings (e.g., employment model, work day information) critical for the enterprise.
B: Manage Legal Entity HCM Information configures legal entity-specific HR data, such as employment models or payroll statutory units.
C: Manage Person establishes person records and configurations, a core component of HR management.

NEW QUESTION # 118
As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Educate users not to use such Actions.
- C. Delete Actions.
- D. Enter Action End Date.

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.
* Option A: Educating users is not a system-enforced solution and risks accidental use.
* Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.
* Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.
* Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less

reliable than end-dating.
The correct answer isC, as per "Implementing Global Human Resources" on Action management.

NEW QUESTION # 119
An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Automatic before submission.
- B. Person Number at the Enterprise Level is set to Automatic after final save.
- C. Worker Number at the Enterprise Level is set to Manual.
- D. Person Number at the Enterprise Level is set to Manual.

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, the Person Number generation method is configured via "Manage Enterprise HCM Information." Options include Manual, Automatic before submission, or Automatic after final save. The behavior described-showing "Generated Automatically" with no number on the Review page-indicates the number is assigned post-submission.
Option A: "Automatic before submission" generates the person number immediately upon initiating the hire process, visible before review. This doesn't match the scenario.
Option B: "Worker Number" is distinct from Person Number and irrelevant here. Manual setting would require user input, not "Generated Automatically." Option C: Correct. "Automatic after final save" delays person number generation until the transaction is fully submitted and saved, explaining why it's not visible on the Review page but marked as automatic.
Option D: Manual requires the user to enter a number, contradicting the "Generated Automatically" indication.
The correct answer isC, as detailed in "Implementing Global Human Resources" under Person Number setup.

NEW QUESTION # 120
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