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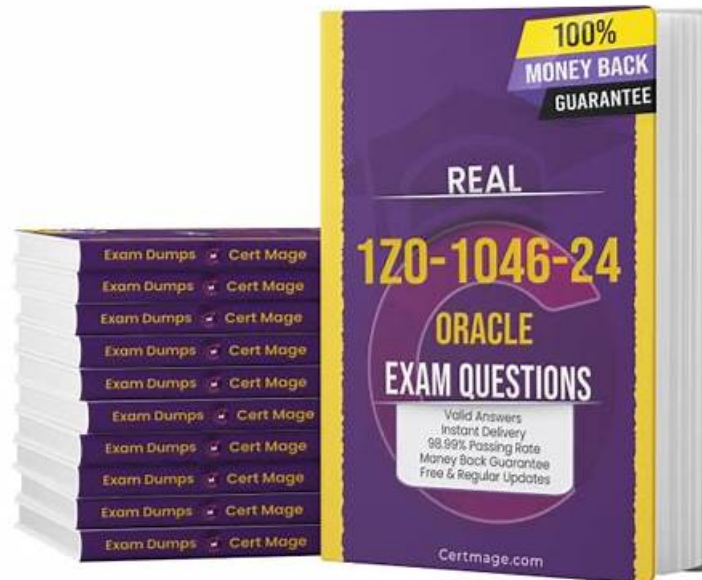
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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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.

Oracle 1z0-1046-24 Questions - Exam Success Tips And Tricks

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q52-Q57):

NEW QUESTION # 52
A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker returns from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.
Which transfer method should be used for the first movement of the said worker?

- A. Transfer
- B. Global Transfer
- C. Temporary Assignment
- D. Global Temporary Assignment

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
Oracle Global Human Resources Cloud provides various transfer actions to manage worker movements. The scenario involves a temporary position change with a return to the original position, and payroll/legal reporting remaining unchanged.
* Option A: A Transfer is a permanent move to a new assignment or position, not suitable for a temporary scenario with a planned return.
* Option B: Correct. A Temporary Assignment allows a worker to take on a new position or assignment for a fixed period, with the system retaining the original assignment for automatic reversion. Payroll and legal reporting can remain tied to the primary assignment, fitting the requirement.
* Option C: Global Transfer is for permanent moves across legal employers or countries, not applicable here.
* Option D: Global Temporary Assignment is for temporary international moves, not relevant for a same- entity, same-reporting scenario.
The correct answer isB, as per "Using Global Human Resources" on temporary assignments.

NEW QUESTION # 53
As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working in a new shift. Which steps should you perform to achieve this?

- A. Create a work pattern, create a shift, create a work schedule, and assign the schedule through work schedule assignment.
- B. Create a shift, create a work pattern, and assign the work pattern through work scheduleassignment.
- C. Create a shift, create a work pattern, create a work schedule, and assign the shift through the Manage Employment task.
- D. Create a shift, create a work pattern, create a work schedule, and assign the schedule through work schedule assignment.

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
To create and assign a new schedule in Oracle HCM Cloud, follow these steps per the documentation:
* Create a Shift: Define the shift (e.g., hours) in Manage Shifts.
* Create a Work Pattern: Combine shifts into a pattern (e.g., weekly rotation) in Manage Work Patterns.
* Create a Work Schedule: Build the schedule using the pattern in Manage Work Schedules.
* Assign the Schedule: Use the "Work Schedule Assignment" task (not Manage Employment directly) to assign the schedule to employees' assignments.
Option A incorrectly assigns the shift via Manage Employment, which handles assignment details, not schedule assignment. Option C skips creating a work schedule, which is required. Option D reverses the logical order (pattern before shift). Option B accurately reflects the sequence and uses the correct "Work Schedule Assignment" task for assignment.

NEW QUESTION # 54
Challenge 5
Manage Business Unit Set Assignment
Scenario
The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.
Task
Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

Answer:

Explanation:
See the solution in Explanation below.
Explanation:
To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addressestask within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.
Step-by-Step Solution
Step 1: Log in to Oracle Fusion Applications
* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as theHCM Application AdministratororSetup Userrole. These roles typically include permissions to access the Setup and Maintenance work area.
* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

NEW QUESTION # 55
When creating your THEN condition, which Approver Types enable you to configure the Automatic Approval Action type?

* A. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
* B. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
* C. Application Role, Users, Representative, Approval Groups
* D. Approval Groups, Representative, Management Hierarchy, Position Hierarchy
* E. Representative, Management Hierarchy, Position Hierarchy

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle HCM Cloud's Transaction Console, approval rules are defined with "IF" and "THEN" conditions.
The "THEN" condition specifies the action, such as "Automatic Approval," and the approver type determines who or what approves the transaction. The Automatic Approval Action type allows a transaction to be approved without human intervention based on predefined rules. According to Oracle documentation, the approver types that support configuring Automatic Approval include Approval Groups (static or dynamic groups of approvers), Representative (e.g., HR or Payroll Representative), Management Hierarchy (based on supervisor hierarchy), and Position Hierarchy (based on position structure). These types can be configured to automatically approve under specific conditions.
Option A omits Approval Groups, which is a valid type for automatic approval. Option B includes "Users" and "Job Level Based Line Manager Hierarchy," but "Users" (individual named users) and "Job Level" are not typically used for automatic approval-they are more suited for manual routing. Option C includes

"Application Role," which is used for role-based access, not automatic approval in workflows. Option D misses Approval Groups and Representative, both critical for this feature. Option E correctly lists Approval Groups, Representative, Management Hierarchy, and Position Hierarchy, aligning with Oracle's supported approver types for automatic approval.

NEW QUESTION # 56

Which two options can be directly mapped to the employee record during hiring?

- A. Business Unit
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Division
- E. Job Family
- F. Sub-Division

Answer: A,B

Explanation:
Full Detailed In-Depth Explanation:
During the hiring process in Oracle Global Human Resources Cloud, certain workforce structure elements are directly mapped to the employee's record (via Manage Employment or Hire an Employee).
* Option A: Division is not directly mapped; it's derived via hierarchy (e.g., department).
* Option B: PSU is linked to payroll, not directly to the employee record during hiring.
* Option C: Sub-Division is not a standard field or object in Oracle HCM.
* Option D: Correct. Legal Employer is a mandatory field assigned during hiring, defining the employing entity.
* Option E: Job Family is a categorization, not directly mapped to the record.
* Option F: Correct. Business Unit can be directly assigned to an assignment during hiring, reflecting operational structure.
The correct answers areDandF, per "Using Global Human Resources" on hiring processes.

NEW QUESTION # 57

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