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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	• 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	• 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	• 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.

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Exam 1z0-1046-24 Questions Answers & Test 1z0-1046-24 Pattern

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q49-Q54):

NEW QUESTION # 49
You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have rejected the request.
- B. The second-level approver might have approved the request.
- C. The second-level approver might have executed a pushback on the request.
- D. The second-level approver might have reassigned the request.
- E. The second-level approver might have opted for an ad hoc route.

Answer: C,D,E

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.
Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.
Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.
Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.
Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.
Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.
The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

NEW QUESTION # 50
When an HR specialist searches for Awards and Honors, such as "PhD," the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who have Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. Areas of expertise is public information.
- B. HR does not have access to the "Experience and Qualification" card.
- C. HR has access to Oracle Global Human Resources Cloud department.
- D. HR does not have access to other departments where employees are "PhD."
- E. PhD is a sensitive keyword and is used elsewhere in the person's information.

Answer: A

Explanation:
Full Detailed In-Depth Explanation:
In Oracle HCM Cloud's Person Gallery, search results depend on data visibility and security:Awards and Honors(e.g., "PhD") are restricted by the HR specialist's area of responsibility (AOR), typically limited to direct reports unless broader access is granted.Areas of Expertise(e.g., "Oracle Global Human Resources Cloud") are designated as public information by default, visible to all users with Person Gallery access, regardless of AOR, unless explicitly restricted via security profiles.
Option A is incorrect-the "Experience and Qualification" card is accessible but scoped to AOR. Option B misattributes the issue to departments-visibility is AOR-based. Option D (sensitive keyword) lacks evidence. Option E (department access) is irrelevant.
Option C correctly identifies areas of expertise as public, explaining the broader search results per Oracle's security model.

NEW QUESTION # 51

Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Additional Action Types can be created.
- B. If Termination is an action, Normal Termination is an Action Type.
- C. Action Types are seeded.
- D. An Action Type cannot be associated with user-defined actions.
- E. Every Action Type can have multiple actions within it.

Answer: C,E

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.
* Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.
* Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.
* Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.
* Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.
* Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.
The correct answers are A and B, as per "Implementing Global Human Resources" under Action Configuration.

NEW QUESTION # 52
In HCM Cloud, you can define an employee's work time availability in several ways.
In which order does the application search for an employee's schedule before applying it to an assignment?

- A. Published schedules, Employment work week, Primary work schedule, then Standard working hours
- B. Standard working hours, Primary work schedule, Employment work week, then Published schedules
- C. Employment work week, Published schedules, Primary work schedule, then Standard working hours

Answer: A

Explanation:
In Oracle Global Human Resources Cloud, an employee's work time availability is determined by applying a work schedule to their assignment. The application follows a specific hierarchy to select the appropriate schedule when multiple sources are available. The question asks for the order in which the system searches for an employee's schedule.
* Hierarchy Explanation: Oracle HCM Cloud uses a predefined order to determine which schedule applies to an employee's assignment:
* Published schedules: These are specific schedules assigned to an employee, often created and published via Oracle Time and Labor or Workforce Management. They take precedence because they are explicitly assigned and tailored to the employee.
* Employment work week: Defined at the assignment level, this specifies the employee's typical work week (e.g., Monday-Friday, 40 hours). It is used if no published schedule exists.
* Primary work schedule: Configured at the enterprise or legal entity level, this is a default schedule applied to employees if no assignment-specific work week is defined.
* Standard working hours: Set at the enterprise level (via Enterprise HCM Information), these are the broadest default, used when no other schedules are defined (e.g., 9 AM-5 PM daily).
* Option A: Standard working hours, Primary work schedule, Employment work week, then Published schedules This option is incorrect because it reverses the hierarchy. Standard working hours are the last resort, not the first, and published schedules have the highest priority, not the lowest. Oracle documentation clearly prioritizes specific assignments over defaults.
* Option B: Employment work week, Published schedules, Primary work schedule, then Standard working hours This option is incorrect because it places Employment work week before Published schedules. Published schedules are checked first due to their specificity, followed by the employment work week if no published schedule exists.
* Option C: Published schedules, Employment work week, Primary work schedule, then Standard working hours This is the correct answer. Oracle HCM Cloud follows this exact order to determine an employee's schedule:

* Published schedulesare checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).
* If none exist, theEmployment work weekfrom the assignment is used.
* If no work week is defined, thePrimary work schedule(set at a higher level, like legal entity) applies.
* Finally,Standard working hoursare used as the fallback if no other schedules are found.This hierarchy ensures the most specific and relevant schedule is applied, aligning with Oracle's design for flexibility and compliance.
* Why this order?The order reflects Oracle's logic of prioritizing employee-specific configurations (published schedules) over assignment-level settings (employment work week), then falling back to broader defaults (primary work schedule and standard working hours). This ensures accurate availability tracking for payroll, time management, and compliance.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Work Schedules: "The application selects schedules in this order: published schedules, employment work week, primary work schedule, standard working hours."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Configuring Work Schedules: "Describes the hierarchy for applying schedules to assignments."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Time and Labor Enhancements: "Clarifications on schedule hierarchy for employee availability."

NEW QUESTION # 53

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.
Which statement is correct?

- A. You can make the "Archive After Months" field optional.
- B. You cannot make the "Archive After Months" field optional.
- C. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.

Answer: B

Explanation:
In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through theExploretab in the Journeys application. The Archive After Monthsfield determines how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.
* Option A: You can make the "Archive After Months" field optional.This option is incorrect.
According to Oracle documentation, theArchive After Monthsfield is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in theExploretab.
* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.This option is incorrect. ThePurge After Monthsfield, which determines when a journey is permanently deleted after archiving, is separate fromArchive After Months. Oracle documentation specifies thatArchive After Monthsis a required field, and its value must be set independently ofPurge After Months. There is no dependency requiring the purge duration to be entered first. In fact,Purge After Monthsmay also be mandatory, but it does not gate the entry of Archive After Months.
* Option C: You cannot make the "Archive After Months" field optional.This is the correct answer.
When creating a Journey Template via theExploretab, theArchive After Monthsfield is mandatory, as confirmed by Oracle's 24C documentation.This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.
* Why this answer?The mandatory nature of theArchive After Monthsfield supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it toPurge After Monthsis supported, makingCthe only accurate statement.
References
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:

* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

NEW QUESTION # 54

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