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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	• 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 3	• 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 4	• 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q71-Q76):

NEW QUESTION # 71
Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- A. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.
- B. Change the default card to "User Account Details" in Portrait Settings.
- C. Change the order of the cards by using Portrait Settings.
- D. Enable "Allow User Control" in Portrait Settings for all the portrait cards.
- E. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.

Answer: A

Explanation:
Full Detailed in Depth Explanation:
In Oracle Global Human Resources Cloud, the Person Gallery page displays various cards (e.g., Employment, Personal Information, etc.) that provide quick access to worker details. To reorder these cards, including arranging them in reverse alphabetical order, the system does not provide a direct configuration option within Portrait Settings to automatically sort cards alphabetically or reverse alphabetically. Instead, reordering is achieved through personalization, which allows administrators or users with appropriate permissions to manually adjust the layout of the Person Gallery page.
Option D ("Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards") is correct because Oracle HCM Cloud supports personalization of the user interface via tools like Page Composer. In Page Composer, an administrator can access the Person Gallery page, enter personalization mode, and drag and drop the cards into the desired order, such as reverse alphabetical. This change can then be saved and applied globally or for specific roles, depending on the personalization scope. The Oracle documentation, specifically "Oracle Applications Cloud: Configuring and Extending Applications," details how Page Composer enables such UI modifications.
* Option A ("Enable 'Allow Reorder' in Portrait Settings") is incorrect because there is no "Allow Reorder" setting in Portrait Settings that directly controls card ordering on the Person Gallery. Portrait Settings typically manage visibility and default card

selection, not manual reordering.
* Option B ("Change the order of the cards by using Portrait Settings") is misleading. While Portrait Settings allow some configuration (e.g., setting the default card), they do not provide a mechanism to reorder all cards manually or systematically in reverse alphabetical order.
* Option C ("Change the default card to 'User Account Details' in Portrait Settings") only affects which card appears first by default and does not address reordering the full set of cards.
* Option E ("Enable 'Allow User Control' in Portrait Settings") relates to giving users control over certain card settings, but it does not enable reordering of cards on the gallery page.

NEW QUESTION # 72

An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it. Which option describes the cause of this issue?

- A. The line manager does not have the privilege to receive notifications.
- B. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.
- C. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.
- D. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.

Answer: B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, self-requestable roles trigger approval workflows if configured, typically notifying the line manager. If no notification is received, the issue likely relates to security or workflow setup.
Option A ("The security profile associated with the data role assigned to the line manager prevents any notification flowing to him") is correct. Notifications depend on the line manager's data role and security profile. If the profile lacks access to the employee's data or the transaction type, notifications are blocked.
This is a common issue addressed in the "Implementing Global Human Resources" guide under security troubleshooting.
* Option B ("The line manager does not have the privilege to receive notifications") is vague and less specific than A; privileges are part of the security profile.
* Option C ("The role provisioning user interface and objects are not workflow-enabled") is incorrect; self-requestable roles are workflow-enabled by default in Oracle.
* Option D ("Approvals in Oracle Global Human Resources Cloud go to two levels by default") is incorrect; approval levels are configurable, not fixed at two, and this doesn't explain the lack of notification.

NEW QUESTION # 73

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.
Which are three advantages of using Position Synchronization?

- A. The customer can configure which assignment attributes to synchronize from the position.
- B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. If you use Position Synchronization, Manager Self Service cannot be used.

Answer: A,B,C

Explanation:
Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.
* Option A: The customer can configure which assignment attributes to synchronize from the position.This is a correct answer.
Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.
This configurability is set at the enterprise or legal entity level using tasks likeManage Enterprise HCM InformationorManage Legal

Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. TheSynchronize Person Assignments from Positionprocess may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

* Option D: If you use Position Synchronization, Manager Self Service cannot be used.This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use ofManager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

* Why these three advantages?The advantages inA,B, andCdirectly align with the benefits of Position Synchronization:configurability(choosing attributes),automation(automatic updates), anddata integrity(read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. OptionDis a false statement, as Position Synchronization does not restrict Manager Self Service.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.
oracle.com, Published: 2024-07-02
* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

NEW QUESTION # 74
Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

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

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, approval rules for transactions like Promote are configured in BPM Worklist with supported approval types.
Option A: "Parent Position" is not a standard approval type; "Position Hierarchy" is correct.
Option B: Correct. Supported types include:
Application Role (e.g., HR Specialist),
Approval Groups (static user lists),
Management Hierarchy (line managers),
Position Hierarchy (position-based),
Representative (e.g., delegate),
Self Auto Approve (initiator approves),
User (specific individual).
Option C: "Data Role" is a security concept, not an approval type.

Option D: "Enterprise Role" is not an approval type; "Parent Position" is incorrect.
The correct answer is B, per "Using Global Human Resources" on approval configuration.

NEW QUESTION # 75

You are working with a customer whose enterprise operates in a country that requires contract information for employees.
Which two employment models can be configured to meet the customer's needs?

- A. Single assignment with contracts
- B. Contract assignment
- C. Multiple contract - Single assignment
- D. Multiple assignments

Answer: A,C

Explanation:
In Oracle Global Human Resources Cloud, employment models define how work relationships, assignments, and contracts are structured for employees to meet organizational and regulatory requirements. The scenario indicates that the customer operates in a country requiring contract information for employees, implying that the system must support the tracking of employment contracts. Oracle provides several employment models, includingSingle Assignment,Single Assignment with Contract,Multiple Assignments, andMultiple Contract - Single Assignment, among others. The task is to identify which two models explicitly support contract information.
* Option A: Contract assignmentThere is no employment model in Oracle Global Human Resources Cloud explicitly namedContract assignment. Oracle documentation defines employment models such asSingle Assignment,Single Assignment with Contract, andMultiple Contract - Single Assignment, butContract assignmentis not a recognized term or model. It may be confused with contract-related configurations, but it does not exist as a distinct model. Therefore, this option is incorrect.
* Option B: Single assignment with contractsThis is a valid employment model and a correct answer.
TheSingle Assignment with Contractmodel is designed for scenarios where an employee has one work relationship, one assignment, and one or more employment contracts associated with that assignment. This model supports countries that mandate contract information, such as start and end dates, contract types (e.g., fixed-term or permanent), and other contractual terms. The model allows the enterprise to track contract details in the Employment Terms section, ensuring compliance with local regulations. For example, an employee might have a single assignment as a "Consultant" with multiple fixed-term contracts linked to it, each with distinct terms. This model is ideal for the customer's requirement to track contract information.
* Option C: Multiple assignmentsTheMultiple Assignmentsmodel allows an employee to have one work relationship with multiple assignments, each representing different roles or jobs within the organization (e.g., an employee working as both a "Teacher" and an "Administrator"). While this model supports flexibility in managing multiple roles, Oracle documentation does not indicate that it inherently includes contract information as a mandatory component. Contracts can be associated with assignments in other models (e.g.,Single Assignment with Contract), but theMultiple Assignments model focuses on assignment multiplicity rather than contract tracking. Since the customer's requirement emphasizes contract information, this model is not the best fit and is incorrect.
* Option D: Multiple contract - Single assignmentThis is a valid employment model and a correct answer. TheMultiple Contract - Single Assignmentmodel is specifically designed for scenarios where an employee has one work relationship, one assignment, and multiple contracts linked to that assignment, with each contract potentially having different terms or conditions. This model is used in countries where regulatory requirements mandate tracking multiple contracts for a single role, such as in cases of temporary or project-based contracts. For example, an employee in a single assignment as a
"Developer" might have multiple contracts for different projects, each with unique durations or clauses.
This model directly supports the customer's need to track contract information and is appropriate for the scenario.
* Why these two models?BothSingle Assignment with ContractandMultiple Contract - Single Assignmentexplicitly support the tracking of contract information, which is the core requirement of the scenario. TheSingle Assignment with Contractmodel is suitable when an employee typically has one primary contract (or a sequence of contracts) tied to their assignment, while theMultiple Contract - Single Assignmentmodel is used when multiple concurrent or sequential contracts are needed for regulatory compliance. These models allow the customer to capture contract details like type, duration, and terms, ensuring adherence to local laws. The other options (Contract assignmentandMultiple Assignments) do not align with Oracle's predefined models or the requirement for contract information.
References
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID:
docs.oracle.com, Published: 2023-12-12
* Section: Employment Models: "Oracle Fusion HCM provides these employment models: single assignment, single assignment with contract, multiple assignments, multiple assignments with contract, multiple contract - single assignment. You select an employment model when you create a legislative data group."
* Section: Single Assignment with Contract: "Use this model to manage employees who have one assignment and one or more contracts in a single work relationship."

* Section: Multiple Contract - Single Assignment: "Use this model for employees who have multiple contracts associated with a single assignment in a single work relationship."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs. oracle.com, Published: 2024-07-02
* Section: Employment Contracts: "Some countries require that you record contract information for employees. You can associate one or more contracts with an employee assignment when using the single assignment with contract or multiple contract - single assignment employment models."
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Employment Model Enhancements: "Continued support for contract-based employment models to meet global regulatory requirements."

NEW QUESTION # 76

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