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our 1z0-1046-24 exam questions, you will be able to pass the exam easily.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q128-Q133):

NEW QUESTION # 128

Which Compensation setup task must be configured if base pay is going to be tracked at the worker level?

- A. Grade Ladder
- B. Grade Rate
- C. Grade
- **D. Salary Basis**

Answer: D

Explanation:

Full Detailed in Depth Explanation:

To track base pay at the worker level in Oracle HCM Cloud, the Salary Basis must be configured. Salary Basis defines how a worker's pay is calculated (e.g., hourly, annual) and links to payroll elements for tracking.

* B(Grade) and C(Grade Rate) define pay ranges but are not directly tied to individual pay tracking.

NEW QUESTION # 129

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- **A. Line Managers can transfer their direct and indirect reports only.**
- B. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- **C. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.**
- **D. The Add Person tasks include creating a new person's first work relationship with the enterprise.**
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Answer: A,C,D

Explanation:

Full Detailed in Depth Explanation:

The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.

Option B ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.

Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.

Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"):

True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.

Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.

Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

NEW QUESTION # 130

A consultant is trying to modify an existing lookup type to add a lookup code. But, they are not able to add lookup code.

What could be the possible reason?

- **A. The configuration level of lookup type is set as System.**
- B. The configuration level of lookup type is set as User.
- C. The lookup type has been defined as Read Only.

Answer: A

Explanation:

In Oracle Global Human Resources Cloud, lookup types are used to define lists of values (lookup codes) for fields, such as drop-down menus or selection lists. The question indicates that a consultant cannot add a lookup code to an existing lookup type, and we need to identify the reason. Lookup types have a configuration level that determines their modifiability: System, Extensible, or User.

* Option A: The lookup type has been defined as Read Only. This option is incorrect because Oracle HCM Cloud does not use a Read Only designation for lookup types. Instead, modifiability is controlled by the Configuration Level (System, Extensible, or User). A System lookup type is non-editable, an Extensible lookup type allows adding new codes but not modifying predefined ones, and a User lookup type is fully editable. The term Read Only may be confused with System lookup types, but it is not a standard term in Oracle documentation for this context, making this option invalid.

* Option B: The configuration level of lookup type is set as System. This is the correct answer. Lookup types with a System configuration level are predefined by Oracle and cannot be modified by users, including adding, editing, or deleting lookup codes. For example, a lookup type like PER_PERSON_TYPE (for person types) is set as System, preventing consultants from adding new codes to maintain system integrity. If the consultant is trying to modify such a lookup type, they will be unable to add a lookup code, as the system restricts changes. Oracle documentation confirms that System lookup types are locked for modifications, making this the most likely reason.

* Option C: The configuration level of lookup type is set as User. This option is incorrect. A lookup type with a User configuration level is fully editable, allowing users to add, edit, or delete lookup codes as needed. For instance, a custom lookup type created for department categories would typically be User level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a User configuration level does not explain the issue.

* Why this reason? The inability to add a lookup code points to a restriction on the lookup type's modifiability.

The System configuration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. Neither Read Only nor User accurately describes the restriction, as Read Only is not a valid term, and User allows modifications.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Lookups: "System lookup types are predefined and can't be modified. Extensible lookup types let you add new lookup codes, but you can't modify predefined codes. User lookup types are fully editable."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Manage Lookups: "You manage lookups using the Manage Common Lookups task. The configuration level determines whether you can add or modify lookup codes."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Configuration Enhancements: "Clarifications on lookup type management and restrictions."

NEW QUESTION # 131

As an HR Specialist, it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display-but it does not. What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different legislative data groups.
- B. The grade and the salary basis are tied to different legislative data groups.
- C. The grade rate and the salary basis are tied to different frequencies.
- **D. The grade rate was not linked to the salary basis.**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the compa-ratio (comparison ratio) measures an employee's salary against the midpoint of a grade rate range. It's displayed in the employment or salary details section when entering a base salary, provided all components are correctly aligned.

Option A: Incorrect. Grade rates and salary basis don't need to share the same legislative data group (LDG) for compa-ratio calculation; LDGs partition data but don't directly affect this display unless misconfigured at a higher level.

Option B: Incorrect. The grade itself isn't tied to an LDG; it's the grade rate that matters. This option misattributes the relationship.

Option C: Incorrect. While frequency (e.g., monthly vs. annual) must align for accurate salary calculations, compa-ratio is normalized and should still display if the grade rate and salary basis are linked, even with frequency differences (assuming conversion is handled).

Option D: Correct. The compa-ratio requires a grade rate (defining min, mid, max values) to be associated with the salary basis used in the employee's record. If the grade rate isn't linked to the salary basis (via "Manage Salary Basis" or "Manage Grade Rates"), the system lacks the reference range to compute and display the compa-ratio. This is a common setup oversight during implementation. The correct answer is D, as detailed in "Using Global Human Resources" on salary management and grade rate integration.

NEW QUESTION # 132

You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A. Create a new content type, create content items for that type, link the content type to the model profile.
- B. Create a new content item, create a new content type, link the content item to the person profile.
- **C. Create a new content type, create content items for that type, link the content type to the person profile.**
- D. Create a new content item, create a new content type, link the content item to the model profile.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant.

The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

NEW QUESTION # 133

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