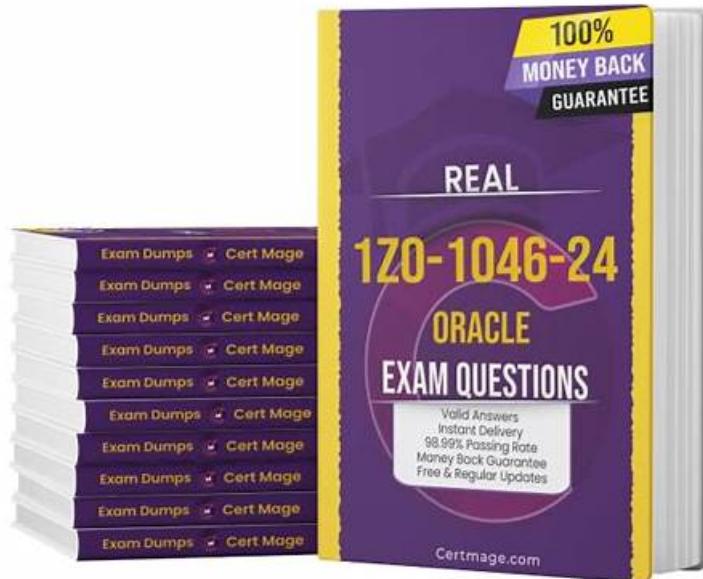# High-quality Oracle Braindump 1z0-1046-24 Free and High Pass-Rate 1z0-1046-24 Upgrade Dumps

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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	• 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	• 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 (Q76-Q81):

NEW QUESTION # 76
During implementation, a two-tier employment model with multiple assignments has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- A. The client cannot move from a two-tier multiple assignment to a two-tier single contract and single assignment after implementation.
- B. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees within the same legal employer.
- C. The client can change from any two-tier option to another at any point in time, irrespective of the existence of work relationships.
- D. If employees exist within the enterprise and legal employer, the person model setting cannot be changed as there are no contract options that support a contract with multiple assignments.

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
Oracle Global Human Resources Cloud supports two-tier employment models: single assignment (SA) or multiple assignments (MA), with or without contracts (SC or MC). The employment model is set at the enterprise or legal employer level via "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information." Changing this model post-implementation is possible under certain conditions.
* Option A: Correct. Oracle allows flexibility to change the employment model (e.g., from two-tier MA to two-tier MC SA) at any time, even with existing work relationships, as long as data migration and configuration adjustments (e.g., contract setup) are handled. The system does not lock the model once set.
* Option B: Incorrect. The client can transition from two-tier MA to two-tier SC SA post-implementation, though it requires updating existing records and ensuring compliance with new contract rules.
* Option C: Incorrect. Within the same legal employer, only one employment model can be active at a time. Mixing MA for existing employees and MC SA for new hires in the same legal employer is not supported without separate legal employers or a model change.
* Option D: Incorrect. Contracts can coexist with multiple assignments if configured as multiple contracts (MC), so the model can be changed even with existing employees, contradicting this statement.

The correct answer isA, as per "Implementing Global Human Resources" on employment model flexibility.

NEW QUESTION # 77
You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which statement is true about actions?

- A. Only one action can be associated with an action type.
- B. Actions can be accessed via Smart Navigator, and available actions are based on the security access.
- C. User-defined actions can be created and linked to predefined action types.
- D. An action must always have an action reason associated.

Answer: C

Explanation:
Full Detailed In-Depth Explanation:
Actions in Oracle Global Human Resources Cloud allow tracking and processing of employment changes, linked to Action Types for categorization.
* Option A: While actions are accessible via Smart Navigator and security controls visibility, this statement is not the most direct answer to the question's focus on creating and associating actions.
* Option B: Incorrect. Multiple actions can be associated with a single Action Type (e.g., Voluntary and Involuntary under Termination).
* Option C: Incorrect. An action reason is optional, not mandatory, depending on configuration and business rules.
* Option D: Correct. Users can create custom (user-defined) actions (e.g., "Special Project Assignment") and link them to predefined Action Types (e.g., Assignment Change), enabling tailored tracking of changes.
The correct answer isD, aligning with the flexibility described in "Implementing Global Human Resources" for action customization.

NEW QUESTION # 78
The Promote transaction was configured by using Page Composer to require the location field. Another change was made to the transaction by using Transaction Design Studio, which indicated that the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. When a user tries to use the Promote transaction, the page will error when loading.
- B. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- C. If modifications were made in both tools and the changes conflict, the result will be inconsistent behavior.
- D. Page Composer configurations always override Transaction Design Studio configurations.
- E. Transaction Design Studio configurations always override Page Composer configurations.

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
Oracle HCM Cloud allows UI customizations via Page Composer (for page-level changes) and Transaction Design Studio (for transaction-specific rules). When conflicting changes occur-e.g., Page Composer making the location field required and Transaction Design Studio hiding it for managers-the system resolves this based on the timestamp of the last modification. The documentation states that if modifications from both tools conflict, the most recent change (based on creation or update date) takes precedence, regardless of the tool used. This ensures predictable behavior without requiring a strict hierarchy between the tools.
Option A (page error) is incorrect as the system doesn't crash-it resolves conflicts silently. Option B (inconsistent behavior) is misleading because Oracle provides a clear resolution mechanism. Option C (TDS always overrides) and Option D (Page Composer always overrides) are incorrect because precedence isn't tool-specific but time-based. Option E accurately reflects Oracle's behavior: the last change applied in either tool wins, aligning with the customer's observed UI rendering.

NEW QUESTION # 79
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 Manual.
- 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 Automatic before submission.

Answer: B

Explanation:
Full Detailed in Depth Explanation:
Person Number in Oracle HCM Cloud is a unique identifier for individuals, and its generation method is configured at the enterprise level via the "Manage Enterprise HCM Information" task. The behavior described-showing "Generated Automatically" with no number until the final save-indicates a specific setting.
Option C ("Person Number at the Enterprise Level is set to Automatic after final save") is correct. When configured this way, the Person Number is not assigned during data entry or review but is generated only after the transaction is fully saved. This ensures the number is allocated only when the record is committed, avoiding unused numbers if the process is abandoned. The "Implementing Global Human Resources" guide explains this option under Person Number generation settings.
* Option A ("Person Number at the Enterprise Level is set to Manual") would require manual entry, not automatic generation.
* Option B ("Person Number at the Enterprise Level is set to Automatic before submission") would assign the number earlier, visible during review, contradicting the scenario.
* Option D ("Worker Number at the Enterprise level is set to Manual") is irrelevant, as "Worker Number" is not a standard term here; it's Person Number.

NEW QUESTION # 80

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can select My Portrait and click Promote under the Actions menu.
- B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can access John's portrait and click Promote under the Actions menu.
- D. The line manager can promote John from Organization Chart Actions under Personal and Employment.

Answer: A,B

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.
Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.
Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.
Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.
Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer). Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

NEW QUESTION # 81

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