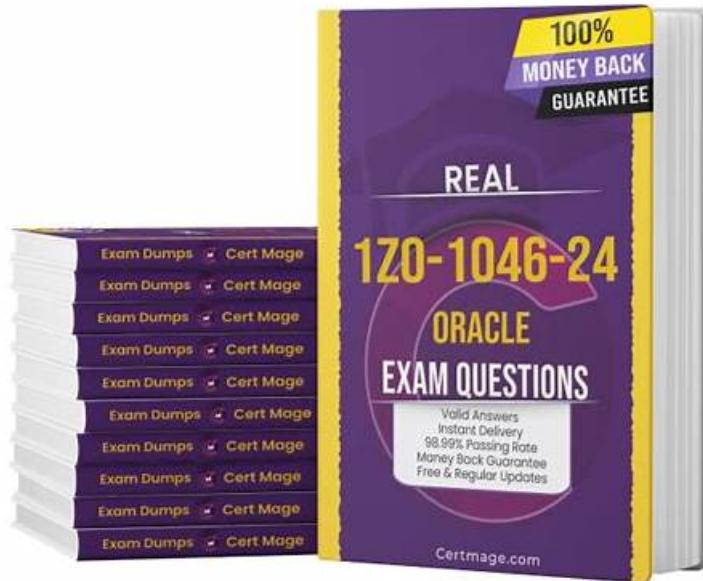


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## Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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## **Quiz Oracle - 1z0-1046-24 - High-quality Upgrade Oracle Global Human Resources Cloud 2024 Implementation Professional Dumps**

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### **Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q16-Q21):**

#### **NEW QUESTION # 16**

In the Enterprise Business Process Model, which three of the following implementation tasks must be performed to create enterprise structures?

- A. Define Enterprise Structure
- B. Define Enterprise
- C. Define Reference Data Sharing
- D. Define Currency

**Answer: A,B,C**

Explanation:

Full Detailed In Depth Explanation:

To create enterprise structures in Oracle HCM Cloud, the following tasks are essential:

- \* Define Enterprise (B): Establishes the top-level enterprise entity.
- \* Define Reference Data Sharing (C): Sets up data sharing rules across business units.
- \* Define Enterprise Structure (D): Configures the hierarchy and components (e.g., Legal Entities, Business Units).

#### **NEW QUESTION # 17**

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective-dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31-Jan-2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support date-effective keywords.
- B. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- C. The Update Person Search Keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- D. The Person Management page search does not support Job attribute keywords.
- E. The Update Person Search Keyword process has updated the latest effective-dated job attribute in the keyword record.
- F. The Update Person Search Keyword process has failed on 31-Jan-2015 but ran successfully the next day.

**Answer: E**

Explanation:

Full Detailed In-Depth Explanation:

The Person Management page search in Oracle HCM Cloud uses the "Update Person Search Keyword" process to index attributes like job. This process updates the keyword record with the latest effective-dated value (here, "Consultant" as of 01-Feb-2015) as of the process run date, overwriting historical data (e.g., "Recruiter" from 01-Jan-2015). On 01-Mar-2015, searching with "Recruiter" and an effective date of 31-Jan-2015 fails because the index only contains "Consultant," not historical jobs, even though date-effective search is supported. Option B is false-job keywords are supported. Options C and E (process failures) lack evidence. Option D is incorrect-date-effective searches are supported via ORA\_PER\_EMPSRCH\_ENABLE\_DATES. Option F misstates the process—it doesn't associate effective dates; it overwrites with the latest. Option A correctly explains the behavior per Oracle's search mechanics.

### NEW QUESTION # 18

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?

- A. An identical transaction that was initiated for the person by another user was applied to the database
- B. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date
- C. The saved transaction was withdrawn by HR
- D. The saved transaction was rejected by the approval authority

**Answer: A**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, saved transactions can disappear from view if overridden, as per the "Using Global Human Resources" guide. When an identical transaction (e.g., same person and action) is initiated by another user and applied to the database, it supersedes the saved one, removing it from the user's view (Option B). Option A (withdrawn by HR) isn't a standard process for saved transactions. Option C (rejected) would leave it visible with a status. Option D (future dated) affects visibility but not removal. Thus, Option B is correct.

### NEW QUESTION # 19

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 schedules are checked first, as they are explicitly assigned (e.g., via a manager's action in Time and Labor).
- \* If none exist, the Employment work week from the assignment is used.
- \* If no work week is defined, the Primary work schedule (set at a higher level, like legal entity) applies.
- \* Finally, Standard working hours are 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 # 20

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 was not linked to the salary basis.
- 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 and the salary basis are tied to different legislative data groups.

#### Answer: A

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 # 21

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