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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q50-Q55):

NEW QUESTION # 50

Which three statements are true about HCM Cloud trees?

- A. You can create multiple trees for the geography tree type.
- B. With the exception of geography trees, you can create multiple trees for each HCM tree type.
- C. You can create multiple versions of each tree.
- D. Oracle Fusion trees are graphical representations of hierarchical data, such as the structure of the organization.

Answer: B,C,D

Explanation:

Full Detailed in Depth Explanation:

HCM Cloud trees are used to represent hierarchical data structures. The correct statements are:

- * A: Multiple versions of a tree can be created to manage changes over time or test configurations, as supported by the tree versioning feature.
- * C: Trees in Oracle Fusion HCM are indeed graphical representations of hierarchies (e.g., organization, department), aiding in visualization and management.
- * D: For most HCM tree types (e.g., Department, Position), multiple trees can be created, except for geography trees, which are limited to one per country due to their predefined structure.

NEW QUESTION # 51

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

- A. Define Talent Profile Content > Manage Content Subscribers
- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profiles > Manage Profile Types
- D. Define Talent Profile Content > Manage Educational Establishments

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, educational establishments (schools, universities) are maintained as part of the talent profile to support qualification tracking.

- * Option A: "Manage Profile Content Items" defines specific content (e.g., skills), not educational institutions.
 - * Option B: "Manage Content Subscribers" controls access to content, not the list itself.
 - * Option C: "Manage Profile Types" defines profile structures, not specific data like institutions.
 - * Option D: Correct. "Manage Educational Establishments" under Define Talent Profile Content allows setup of a selectable list of schools, colleges, and universities for qualifications.
- The correct answer is D, per "Implementing Global Human Resources" on workforce profiles.

NEW QUESTION # 52

Event Alerts supported by Alerts Composer, are based on the filters delivered by Oracle. Alerts Composer is a tool that allows you to send informational notifications to Oracle HCM Cloud users by email and worklist.

Which statement is true about Event Alerts being triggered?

- A. Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.
- B. Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
- C. Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.

Answer: A

Explanation:

The Alerts Composer in Oracle HCM Cloud is a tool for configuring informational notifications sent via email or worklist, based on predefined events. Event Alerts are triggered by specific application events, such as a new hire or promotion. The question asks about the behavior of these alerts, particularly regarding the modification of triggering criteria.

* Option A: Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications. This is the correct answer. Event Alerts in Alerts Composer are based on filters delivered by Oracle, tied to specific events (e.g., employee termination, assignment change). Oracle documentation states that the triggering criteria for these alerts are predefined and cannot be modified by users, as they are linked to system events controlled by Oracle's seeded configurations. Users can customize notification content (e.g., message text) or recipients, but the event conditions themselves are fixed to ensure system stability and consistency.

* Option B: Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.

This option is incorrect. Alerts Composer does not provide a Run Options tab for Event Alerts, nor does it allow modification of the frequency of event-based triggers. Event Alerts are triggered immediately when the associated event occurs (e.g., a new hire record is saved). While Scheduled Alerts allow frequency settings (e.g., daily or weekly runs), Event Alerts are event-driven, and their triggering is not controlled by a frequency setting, making this option invalid.

* Option C: Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert. This option is incorrect. Event Alerts in Alerts Composer do not allow modification of triggering criteria via Groovy scripts. Oracle restricts customization of event triggers to maintain system integrity, and Groovy scripts are used in other contexts (e.g., for validations or calculations), not for altering Event Alert conditions. Documentation confirms that triggering criteria are Oracle-delivered and non-editable.

* Why this answer? The fixed nature of Event Alert triggers ensures standardized behavior across HCM Cloud implementations. Users can configure aspects like notification templates or recipients, but the core event conditions (e.g., "trigger when an employee is hired") are locked, aligning with Oracle's design and making A the correct statement.

References

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

* Section: Alerts Composer: "Event Alerts are based on Oracle-delivered filters and trigger when specific events occur. You can't modify the triggering criteria."

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

* Section: Configuring Alerts: "Event Alerts use predefined conditions; customization is limited to content and delivery options."

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

* Section: Alerts Enhancements: "Clarifications on Event Alerts and their fixed triggering mechanisms."

NEW QUESTION # 53

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Core Human Resources
- B. Time and Labor
- C. Workforce Compensation
- D. Workforce Modeling
- E. Workforce Directory

Answer: A,D,E

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

* Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details,

* **Workforce Modeling (D):** Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

NEW QUESTION # 54

- A. Redwood Jobs page
- B. Redwood Locations page
- C. Redwood Person Spotlight page
- **D. Redwood Positions read-only page**

NEW QUESTION # 55

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