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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
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"> 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q73-Q78):

NEW QUESTION # 73

You are setting up Core HR for a customer. During the work structure setup, you need to capture information such as work timings, standard working hours, organization manager and cost center.

Which type of organization allows you to maintain all these fields?

- A. Legal Entity
- B. Department
- C. Business Unit

Answer: B

Explanation:

In Oracle Global Human Resources Cloud, work structures include organizations like Legal Entities, Business Units, and Departments, each serving distinct purposes. The question asks which organization type allows capturing work timings, standard working hours, organization manager, and cost center during Core HR setup.

* Option A: Legal Entity This option is incorrect. A Legal Entity represents a legal employer or registered organization for compliance and reporting (e.g., tax, payroll). While it captures attributes like name, address, and jurisdiction, it does not maintain fields for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.

* Option B: Business Unit This option is incorrect. A Business Unit organizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll purposes, but it does not directly maintain work timings

, organization manager, or cost center as part of its setup. Business Units are broader constructs and lack the granularity to manage department-specific operational details, ruling out this option.

* Option C: Department This is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, Departments allow capturing:

- * Work timings: Configured via work schedules or shift details associated with the department.
 - * Standard working hours: Defined to specify default hours for employees in the department (e.g., 40 hours/week).
 - * Organization manager: Assigned to designate the department's manager or supervisor.
 - * Cost center: Linked to track financial accountability for department activities. Oracle documentation confirms that Departments support these fields to manage workforce operations, making them the ideal organization type for this requirement.
 - * Why this answer? Departments are designed to handle operational and workforce-related details, unlike Legal Entities (compliance-focused) or Business Units (transaction-focused). The ability to configure work timings, standard hours, managers, and cost centers aligns with the Department's role in Core HR setup, making it the correct choice.
- References
- * Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
 - * Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."
 - * Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
 - * Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."
 - * Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
 - * Section: Workforce Structures: "Enhanced department configurations for operational management."

NEW QUESTION # 74

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A. Location
- B. Positions
- C. Grades
- D. Departments
- E. Actions
- F. Jobs

Answer: A,C,D,F

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

- * Jobs (A): Shared or restricted by business unit for employment consistency.
- * Grades (D): Linked to compensation and restricted by RDS.
- * Location (E): Physical work locations shared or restricted via RDS.
- * Departments (F): Organizational units managed via RDS for segregation.

NEW QUESTION # 75

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A. Divisions
- B. Reference Data Sets
- C. Business Units
- D. Departments
- E. Legal Entities

Answer: A,B,C,E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

- * Divisions (A): Organizational units for segmenting the business.
- * Legal Entities (C): Entities with legal standing for employment and payroll.

- * Business Units (D): Operational units for managing transactions.
- * Reference Data Sets (E): Sets for sharing data across business units.

NEW QUESTION # 76

Which three settings on the Manage Enterprise HCM Information Task can be overwritten at the Manage Legal Entity HCM Information task?

- A. Global Name Language
- **B. Position Synchronization**
- **C. Employment Model**
- D. Person Number Generation
- **E. Work Day Information**

Answer: B,C,E

Explanation:

Full Detailed in Depth Explanation:

The Manage Enterprise HCM Information task sets global defaults, some of which can be overridden at the legal entity level:

- * B: Employment Model (e.g., 2-tier, 3-tier) can be customized per legal entity to reflect local requirements.
- * D: Work Day Information (e.g., hours per day) can be adjusted for specific legal entities.
- * E: Position Synchronization settings can be overridden to control position data inheritance at the legal entity level.

NEW QUESTION # 77

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action, create a new reason and use it during termination
- **B. Create a new action reason, associate the action reason with a new or existing action, use that action and action reason during termination**
- C. Create a new action reason and associate it with the available action type, use it during termination
- D. Create a new action type, create a new action, create a new action reason and use it during termination
- E. Create a new action type, create a new action reason and use it during termination

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

To track voluntary terminations in Oracle Global Human Resources Cloud, the "Managing Workforce Records" guide advises:

- * Create a new action reason: Define a specific reason (e.g., "Voluntary Resignation").
- * Associate it with a new or existing action: Link it to an existing Action (e.g., "Termination") or create a new one (e.g., "Voluntary Termination").

NEW QUESTION # 78

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