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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q116-Q121):

NEW QUESTION # 116
Which two options can be directly mapped to the employee record during hiring?

- A. Payroll Statutory Unit
- B. Job Family
- C. Sub-Division
- D. Division
- E. Business Unit
- F. Legal Employer

Answer: E,F

Explanation:
Full Detailed In-Depth Explanation:
During the hiring process in Oracle Global Human Resources Cloud, certain workforce structure elements are directly mapped to the employee's record (via Manage Employment or Hire an Employee).
* Option A: Division is not directly mapped; it's derived via hierarchy (e.g., department).
* Option B: PSU is linked to payroll, not directly to the employee record during hiring.
* Option C: Sub-Division is not a standard field or object in Oracle HCM.
* Option D: Correct. Legal Employer is a mandatory field assigned during hiring, defining the employing entity.
* Option E: Job Family is a categorization, not directly mapped to the record.
* Option F: Correct. Business Unit can be directly assigned to an assignment during hiring, reflecting operational structure.
The correct answers areDandF, per "Using Global Human Resources" on hiring processes.

NEW QUESTION # 117
A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the UK and US and small offices in Saudi Arabia, UAE, and India. The company employs
3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative DataGroups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India).
- B. Four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs.
- C. Five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two

legal employers and PSUs (US and UK only, because the workforce is very small in the other countries).
- D. Five LDGs, five divisions, five legal employers, and five PSUs.

Answer: A

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, enterprise structures like LDGs, divisions, legal employers, and PSUs are configured based on legislative, operational, and payroll needs.
LDGs: One per country (UK, US, Saudi Arabia, UAE, India) due to distinct legislative requirements (e.g., labor laws, tax rules), totaling 5.
Divisions: Operationally, the company can group Saudi Arabia and UAE into one division due to their small size, alongside UK, US, and India, totaling 4 divisions.
Legal Employers: Each country typically requires a legal employer for employees (UK, US, Saudi Arabia, UAE). India's contingent workers still require a legal employer for compliance, totaling 5.
PSUs: Payroll Statutory Units are needed for payroll processing. India's contingent workers may not require a PSU if payroll is not processed (common for contingent workers), so 4 PSUs (UK, US, Saudi Arabia, UAE).
Option A: Incorrect; combining Saudi Arabia and UAE into one LDG ignores separate legislative needs.
Option B: Incorrect; only 2 legal employers and PSUs overlook small offices' compliance needs.
Option C: Incorrect; 5 PSUs assume India needs payroll, which isn't typical for contingent workers.
Option D: Correct: 5 LDGs, 4 divisions, 5 legal employers, 4 PSUs.
The correct answer isD, per "Implementing Global Human Resources" on enterprise structures.

NEW QUESTION # 118
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. Business Unit
- C. Department

Answer: C

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 EntityThis option is incorrect. ALegal Entityrepresents 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 forwork timings,standard working hours, organization manager, orcost centerdirectly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.
* Option B: Business UnitThis option is incorrect. ABusiness Unitorganizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. Itcaptures attributes like default working hours for payroll purposes, but it does not directly maintainwork timings
,organization manager, orcost centeras 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: DepartmentThis is the correct answer. ADepartmentin Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via theManage Organizationtask, 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, makingCthe 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 # 119

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

Answer: B

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, orUser.
* Option A: The lookup type has been defined as Read Only.This option is incorrect because Oracle HCM Cloud does not use aRead Onlydesignation for lookup types. Instead, modifiability is controlled by theConfiguration Level(System, Extensible, or User). ASystemlookup type is non-editable, an Extensiblelookup type allows adding new codes but not modifying predefined ones, and aUserlookup type is fully editable. The termRead Onlymay be confused withSystemlookup 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 aSystemconfiguration 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 asSystem, 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 thatSystem 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 aUserconfiguration 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 beUser level, enabling the consultant to add new codes freely. Since the consultant cannot add a lookup code, a Userconfiguration 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. TheSystemconfiguration level explicitly prevents changes to ensure consistency across the application, aligning with Oracle's design for predefined lookup types. NeitherRead OnlynorUser accurately describes the restriction, asRead Onlyis not a valid term, andUserallows 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 # 120

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model. Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Compensation Management
- B. Goal Management
- C. Performance Management
- D. Talent Review

Answer: C

Explanation:
Full Detailed in Depth Explanation:
The Performance Rating Model in Oracle HCM Cloud defines how performance is rated (e.g., scale, descriptions). The "Review Points" tab within "Manage Ratings Model" is specific to certain modules.
Option B ("Performance Management") is correct. The Review Points tab is used exclusively in Oracle Performance Management to assign points to ratings, which are then used in performance evaluations to calculate scores or rankings. This is detailed in the "Implementing Performance Management" guide, distinguishing it from other HCM products like Talent Review (focuses on calibration), Compensation Management (salary adjustments), or Goal Management (goal tracking), which do not utilize review points in this manner.

NEW QUESTION # 121

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