2026 Oracle 1z0-1046-24: Reliable Oracle Global Human Resources Cloud 2024 Implementation Professional Braindumps Questions

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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 (Q83-Q88):

NEW QUESTION # 83
Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, department, geographies
- B. Organization, position, division, geographies
- C. Organization, job, division, geographies
- D. Organization, position, division, establishment
- E. Organization, job, department, geographies

Answer: A

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.
According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:
* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.
* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.
* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.
* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.
The exact extract from the Oracle documentation states:
"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies.
Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.
Why the other options are incorrect:
* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.
Additionally, division is not a predefined tree structure in Oracle HCM Cloud.
* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

* Option D (Organization, job, department, geographies): This is incorrect becausejobis not a seeded tree structure, as explained in option A.
* Option E (Organization, position, division, geographies): This is incorrect becausedivisionis not a seeded tree structure, as explained in option B.

NEW QUESTION # 84

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person EmploymentInformation page of the Person Spotlight Page of their direct reports?

* A. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
* B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
* C. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
* D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.
* Option A: Correct. Line Managers can:
* Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.
* Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.
* Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.
* Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.
The correct answer isA, reflecting standard Line Manager actions in "Using Global Human Resources."

NEW QUESTION # 85

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

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

Answer: B,C,D

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 # 86

Which is a new feature available on the Redwood Cancel Work Relationship page?

* A. Capability to record additional information during work relationship cancellation
* B. Option to generate automated performance reports
* C. Ability to track employee attendance and absences

Answer: A

Explanation:
The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.
* Option A: Ability to track employee attendance and absencesTracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.
* Option B: Capability to record additional information during work relationship cancellationThis is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.
* Option C: Option to generate automated performance reportsGenerating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.
References
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle. com, Published: 2024-07-02
* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs. oracle.com, Published: 2023-12-12
* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation

NEW QUESTION # 87
Contextual Journeys are displayed:

- A. Only on Thursdays
- B. When initiating a Quick Action
- C. Via the employees' "Journeys" tile
- D. In page or section headers

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.
Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

NEW QUESTION # 88
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