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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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 (Q54-Q59):

NEW QUESTION # 54

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Schedules, Patterns, Shifts, Calendar Events
- B. Shifts, Schedules, Patterns, Calendar Events
- **C. Patterns, Calendar Events, Shifts, Schedules**
- D. Calendar Events, Shifts, Patterns, Schedules

Answer: C

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

* **Patterns:** A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

* **Calendar Events:** These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

* **Shifts:** A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as

"available" by the Pattern and not overridden by a Calendar Event.

* **Schedules:** Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 55

An employee's job title was "Recruiter" as of January 01, 2024. However, on February 01, 2024, the job title was updated to "Consultant" in the system. The latest effective-dated employment record in the system is the one from February 01, 2024. On March 01, 2024, an HR specialist tries to search for the previous employment details of this employee using Global Search. The HR specialist enters the search keyword

"Recruiter" and the Effective Date value of January 31, 2024, since the employee's job title was Recruiter on that day. The search returns no rows.

What is the reason?

- A. The process failed on March 1st, 2024, but it ran successfully the day before.
- B. The process failed on January 31, 2024 but it ran successfully the following day.
- **C. The process has successfully updated the most recent effective-dated job attribute in the keyword record.**

Answer: C

NEW QUESTION # 56

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. He has to configure new approval routing policies.
- B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- **C. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.**
- D. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

Oracle HCM Cloud's BPM Worklist allows users to set Vacation Rules (also called delegation rules) under the Preferences section of their worklist notifications. The line manager can configure a rule to reroute all approval tasks to his supervisor during a specified period (e.g., vacation dates). This is user-driven, requires no administrator intervention, and doesn't alter underlying approval policies.

Option B (admin reassignment) is manual and unnecessary. Option C (automatic delegation) isn't triggered by leave requests—it requires explicit setup. Option D (new policies) is overkill for a temporary absence. Option A correctly identifies the Vacation Rule as the solution, per Oracle's workflow features.

NEW QUESTION # 57

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 > Associate it with an existing action type > Create a new action reason and use it during termination.**
- B. Create a new action type > Create a new action reason and use it during termination.
- C. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- D. Create a new action reason and associate it with the available action type. Use it during termination.
- E. Create a new action > Create a new reason and use it during termination.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need a custom action and action reason:

* Create a new action (e.g., "Voluntary Exit") via Manage Actions.

* Associate it with an existing action type (e.g., "Termination") to categorize it correctly.

* Create a new action reason (e.g., "Personal Reasons") and link it to the action, then use it during termination transactions.

This sequence enables reporting via tools like OTBI. Option B skips the action, limiting granularity. Options C and D create a new action type, which is unnecessary—existing types suffice. Option E misses associating the action with a type. Option A follows Oracle's recommended process for detailed tracking.

NEW QUESTION # 58

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 Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need

to be configured for this company?

- A. Five LDGs, five divisions, five legal employers, and five PSUs.
- B. 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).
- **C. 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).**
- D. 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.

Answer: C

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 is D, per "Implementing Global Human Resources" on enterprise structures.

NEW QUESTION # 59

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