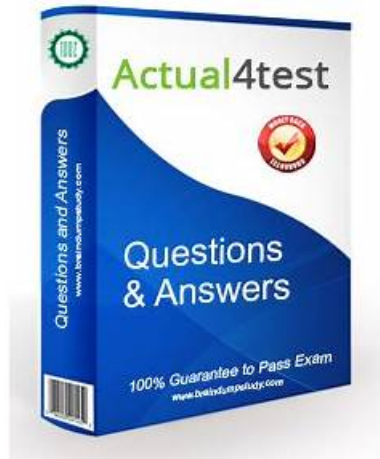


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Oracle 1z0-1046-24 Exam Syllabus Topics:

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">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	<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 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 (Q120-Q125):

NEW QUESTION # 120

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A. You cannot add new lookup codes and meanings to the existing lookup types.
- B. The system administrator must enable the lookup before it is modified in the work area.
- C. You can access the task for profile options from the Setup and Maintenance menu.
- D. Oracle applications contain certain predefined system lookups that are locked for editing.**
- E. You can create new lookup types but cannot modify the existing ones.

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or "Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

* Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

* Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

* Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

* Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

* Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

NEW QUESTION # 121

Identify the set enabled objects that are used for partitioning reference data.

- A. Jobs, grades, salary plan, rates
- B. Legal entity, department, division, location
- **C. Department, location, jobs, grades**
- D. Enterprise, legal entity, business unit, position

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud uses Set-enabled objects, as per the "Implementing Global Human Resources" guide. These include Department, Location, Jobs, and Grades, which can be assigned to Sets for data sharing across business units (Option D). Option A includes non-set-enabled objects like legal entity. Option B includes "salary plan" and "rates," which aren't standard set-enabled objects. Option C includes enterprise and business unit, which define structure, not reference data partitioning. Thus, Option D is correct.

NEW QUESTION # 122

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

- A. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- **B. Create a new action reason and associate it with the available action type. Use it during termination.**
- C. Create a new action type > Create a new action reason and use it during termination.
- D. Create a new action > Create a new reason and use it during termination.
- E. Create a new action > Associate it with an existing 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 HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.

Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:

Use an existing Action Type (e.g., Termination).

Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons." Associate it with the Termination Action Type.

Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the "Implementing Global Human Resources" guide.

Option A omits associating the reason with an Action Type.

Option B overcomplicates by creating a new Action Type, which isn't necessary.

Option D skips creating an Action, which is required for proper tracking.

Option E reverses the logical order and assumes an unnecessary new Action.

NEW QUESTION # 123

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- **A. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval**
- B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved
- C. The transaction goes into error because it was not auto-claimed
- **D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role**

Answer: A,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, approval rules for the Change Manager transaction are configured per the "Securing HCM" guide:

* With "Enable Auto Claim" deselected, the transaction isn't automatically assigned to one approver; it goes to all users with the HR Specialist Sales role (Option C).

NEW QUESTION # 124

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees?

- **A. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.**
- B. The transaction goes into error because it was not auto-claimed.
- C. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.
- **D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.**
- E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.

Answer: A,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, approval rules for transactions like Change Manager are managed via BPM Worklist. The "Application Role" approval type routes tasks to all users with that role (e.g., HR Specialist Sales), and the "Enable Auto Claim" setting determines assignment behavior.

* Option A: Incorrect. Disabling auto-claim does not cause an error; it simply requires manual claiming before approval can proceed.

* Option B: Correct. When auto-claim is disabled, the transaction is sent to all users with the HR Specialist Sales role, appearing in their worklist for claiming.

* Option C: Incorrect. Without auto-claim, the transaction is not automatically assigned; it requires manual intervention.

* Option D: Incorrect. In a parallel approval to multiple role holders, one rejection typically stops the process unless configured otherwise (e.g., consensus or first responder), which is not specified here.

* Option E: Correct. With auto-claim disabled, an HR Specialist Sales representative must manually claim the transaction from the worklist to proceed with approval.

The correct answers are B and E, as detailed in "Using Global Human Resources" under Approval Configuration.

NEW QUESTION # 125

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