

# 100% Pass 2026 Authoritative Oracle 1z0-1046-24: Valid Oracle Global Human Resources Cloud 2024 Implementation Professional Practice Materials



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## Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
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## Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q119-Q124):

### NEW QUESTION # 119

In which two ways can you add rates to a grade?

- A. Add the rates separately by using the Manage Grade Rates task.
- B. First add the rates for each step, and then add the grade to a grade ladder.
- C. Use the default grade rates that are available after creating grades.
- D. Add rates when creating grades by using the Manage Grades task.

**Answer: A,D**

Explanation:

In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.

\* Option A: First add the rates for each step, and then add the grade to a grade ladder. This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.

\* Option B: Add the rates separately by using the Manage Grade Rates task. This is a correct answer.

The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,

\$50,000-\$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

\* Option C: Use the default grade rates that are available after creating grades. This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

\* Option D: Add rates when creating grades by using the Manage Grades task. This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of \$60,000-\$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation

supports this as a primary way to add rates.

\* Why these two methods? Both **Manage Grade Rates** (Option B) and **Manage Grades** (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. **Manage Grades** allows rates to be defined during grade creation or editing, ideal for initial setup, while **Manage Grade Rates** provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: **Manage Grades**: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."

\* Section: **Manage Grade Rates**: "Use this task to create and manage grade rates independently, associating them with existing grades."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: **Grade Rates**: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the **Manage Grade Rates** task."

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: **Compensation Enhancements**: "Improved usability for managing grade rates in Redwood interfaces."

### NEW QUESTION # 120

Which three of the following tasks must be configured during an HCM implementation?

- **A. Manage Person**
- **B. Manage Legal Entity HCM Information**
- **C. Manage Enterprise HCM Information**
- D. Manage Business Unit
- E. Update Employment

**Answer: A,B,C**

Explanation:

Full Detailed in Depth Explanation:

During an HCM implementation, foundational configuration tasks include:

\* A: **Manage Enterprise HCM Information** sets global HR settings (e.g., employment model, work day information) critical for the enterprise.

\* B: **Manage Legal Entity HCM Information** configures legal entity-specific HR data, such as employment models or payroll statutory units.

\* C: **Manage Person** establishes person records and configurations, a core component of HR management.

### NEW QUESTION # 121

You can set the "Archive After Months" for Journey Templates when you create a Journey from the Explore tab.

Which statement is correct?

- A. You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field.
- B. You can make the "Archive After Months" field optional.
- **C. You cannot make the "Archive After Months" field optional.**

**Answer: C**

Explanation:

In Oracle Global Human Resources Cloud, Journey Templates are used to create and manage employee journeys, such as onboarding or training programs, through the **Explore** tab in the Journeys application. The **Archive After Months** field determines how long a journey remains active before it is archived, helping manage data lifecycle. The question asks about the behavior of this field when creating a journey from a template.

\* Option A: You can make the "Archive After Months" field optional. This option is incorrect.

According to Oracle documentation, the **Archive After Months** field is mandatory when configuring a Journey Template. This ensures that journeys are archived after a defined period, preventing indefinite retention and supporting data management policies. The field requires a numeric value (e.g., 6 months), and there is no option to make it optional during template creation in the **Explore** tab.

\* Option B: You can enter duration for "Archive After Months" only after entering duration for the "Purge After Months" field. This option is incorrect. The Purge After Months field, which determines when a journey is permanently deleted after archiving, is separate from Archive After Months. Oracle documentation specifies that Archive After Months is a required field, and its value must be set independently of Purge After Months. There is no dependency requiring the purge duration to be entered first. In fact, Purge After Months may also be mandatory, but it does not gate the entry of Archive After Months.

\* Option C: You cannot make the "Archive After Months" field optional. This is the correct answer.

When creating a Journey Template via the Explore tab, the Archive After Months field is mandatory, as confirmed by Oracle's 24C documentation. This field ensures that journeys are archived after a specified period (e.g., 12 months), aligning with data retention policies. The system enforces this requirement to maintain consistency and prevent journeys from remaining active indefinitely, and no configuration option exists to make it optional.

\* Why this answer? The mandatory nature of the Archive After Months field supports Oracle's design for lifecycle management of journeys, ensuring data is archived systematically. Neither making the field optional nor tying it to Purge After Months is supported, making C the only accurate statement.

#### References

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Manage Journeys: "When you create a journey template, you must specify the Archive After Months field to determine when the journey is archived."

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: Journeys Enhancements: "Archive After Months is a required field in Journey Template setup to ensure proper data lifecycle management."

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Configuring Journey Templates: "Details mandatory fields, including Archive After Months, for journey creation."

### NEW QUESTION # 122

When creating a checklist task, you must assign a task performer. What values are supported?

- A. Worker, Manager, Initiator, Area of Responsibility
- B. Worker, Manager, Initiator, User, Area of Responsibility, HR Specialist Job Role
- **C. Worker, Manager, Initiator, User, Area of Responsibility**
- D. Worker, Manager, Initiator, User, HR Specialist Data Role

**Answer: C**

Explanation:

Full Detailed In-Depth Explanation:

When configuring checklist tasks in Oracle Global Human Resources Cloud, a task performer must be assigned to indicate who is responsible for completing the task. The "Using Global Human Resources" guide under "Checklists" specifies the supported performer types as: Worker (the individual the checklist pertains to), Manager (the worker's line manager), Initiator (the person who triggered the checklist), User (a specific named user), and Area of Responsibility (a group defined by responsibility criteria, such as HR representatives). Option A lists all five supported values accurately. Option B adds "HR Specialist Job Role," which is not a directly supported performer type for checklists (job roles are used in security, not task assignment). Option C omits "User," and Option D incorrectly includes "HR Specialist Data Role" instead of "Area of Responsibility." Thus, A is the correct answer.

### NEW QUESTION # 123

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- **A. Absences**
- **B. Calendar Events**
- **C. Standard Working Hours**
- D. Time Sheet
- E. Contract Data

**Answer: A,B,C**

Explanation:

#### Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

\* Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

\* Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

\* Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

\* Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

\* Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

#### NEW QUESTION # 124

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