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

Topic	Details
Topic 1	<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>

Topic 2	<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 3	<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 4	<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>

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### **Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q14-Q19):**

#### **NEW QUESTION # 14**

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

#### **Answer: E**

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 # 15

Which task in the Setup and Maintenance work area generates position codes automatically?

- A. Manage Position Synchronization
- B. Manage Positions
- C. Manage Legal Entity HCM Information
- D. **Manage Enterprise HCM Information**
- E. Manage Position Codes

**Answer: D**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level.

\* Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes.

\* Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation.

\* Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting.

\* Option D: There's no "Manage Position Codes" task; this is a fictitious option.

\* Option E: "Manage Positions" is for creating/editing positions but doesn't configure automatic code generation.

The correct answer is C, per "Implementing Global Human Resources" on enterprise setup.

### NEW QUESTION # 16

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

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

**Answer: A,B,C**

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 # 17

Which new feature has been added to the Redwood Grade Rates page to enhance the search and filtering capabilities?

- A. **Capability to search and filter grade rate values by name, code, and set**
- B. A function to compare grade rates across different locations
- C. Option to add custom columns to the grade rate table

**Answer: A**

Explanation:

The Redwood Grade Rates page in Oracle Global Human Resources Cloud has been enhanced to improve usability, particularly in searching and filtering grade rate data. The question asks for the new feature added to enhance search and filtering capabilities. Oracle's 24C release notes highlight specific improvements to the Redwood interface for grade rates, focusing on streamlined data retrieval.

Option A: Capability to search and filter grade rate values by name, code, and set This is the correct answer. According to Oracle's 24C release notes, the Redwood Grade Rates page now includes advanced search and filtering capabilities, allowing users to search and filter grade rates by attributes such as name, code, and set. This enhancement enables HR specialists to quickly locate specific grade rates, for example, filtering by a grade rate name like "Salary Grade 1" or a set code tied to a legislative data group. The feature improves efficiency in managing compensation data, especially in organizations with extensive grade structures, and is explicitly documented as a new Redwood functionality.

Option B: Option to add custom columns to the grade rate table

This option is incorrect. Oracle documentation, including 24C and 25A release notes, does not mention the ability to add custom columns to the grade rate table as a new feature on the Redwood Grade Rates page.

While Oracle supports flexfields for customization in other areas, there is no evidence that this specific capability was introduced for grade rates. The focus of Redwood enhancements is on search, filtering, and UI improvements, not custom column additions.

Option C: A function to compare grade rates across different locations

This option is incorrect. There is no documented feature in the 24C or 25A releases that enables comparing grade rates across different locations on the Redwood Grade Rates page. While Oracle HCM Cloud supports location-based configurations (e.g., for payroll or local regulations), the Redwood Grade Rates page enhancements center on search and filter improvements, not comparative analysis across locations. This functionality would require custom reporting or analytics, not a standard page feature.

Why this feature?

The capability to search and filter by name, code, and set directly addresses the need for enhanced search and filtering, making it easier to manage grade rates in a user-friendly Redwood interface. This aligns with Oracle's focus on improving data accessibility and usability in the 24C release.

References

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

Section: Redwood Experience for Grade Rates Page: "You can now easily search and filter grade rate values by name, code, and set on the Grade Rates page." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02 Section: Grade Rates Management: "Describes how grade rates are managed, including searching and filtering capabilities." Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

Section: Grade Rates Configuration: "Details on configuring and accessing grade rates, including set-based assignments."

## NEW QUESTION # 18

By default, any user who has access to Checklist Templates can create Task Groups to create a group of common tasks. How can we restrict the creation by Role?

- A. Configure Role in Category Security.
- B. Configure Person Security Profile.
- C. Configure Exclude Rules from Workforce Structures.

**Answer: A**

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

\* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

\* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

\* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

\* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

\* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

#### References

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

\* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

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

\* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

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

\* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

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## NEW QUESTION # 19

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