

1z0-1046-24 Übungsfragen: Oracle Global Human Resources Cloud 2024 Implementation Professional & 1z0-1046-24 Dateien Prüfungsunterlagen



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Wollen Sie gute Leistung in IT-Industrie haben und mehr professioneller anerkannt werden? Melden Sie sich bitte Oracle 1z0-1046-24 IT-Industrie an, um Ihre Fähigkeit zu entwickeln. Wir Zertpruefung helfen Ihnen, den Wunsch zu erfüllen. Hier sind sehr professionelle Kenntnisse und starke Dumps über Oracle 1z0-1046-24 Zertifizierungsprüfung, guten Service, die Ihr besseres Beherrschen der Kenntnisse realisieren und die Oracle 1z0-1046-24 Prüfung leichter bestehen und leichter Ihren Erfolg zu erreichen.

Auf unterschiedliche Art und Weise kann man verschiedene Zwecke erfüllen. Was wichtig ist, dass man welchen Weg einschlägt. Viele Leute beteiligen sich an der Oracle 1z0-1046-24 Zertifizierungsprüfung, um seine Lebens-und Arbeitsumstände zu verbessern. Wie alle wissen, dass es nicht so leicht ist, die Oracle 1z0-1046-24 (Oracle Global Human Resources Cloud 2024 Implementation Professional) Zertifizierungsprüfung zu bestehen. Für die Prüfung verwendet man viel Energie und Zeit. Traurigerweise haben sie die Oracle 1z0-1046-24 Prüfung noch nicht bestanden.

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Egal wenn Sie irgendwelche IT-Zertifizierungsprüfung ablegen, bieten die Prüfungsunterlagen von Zertpruefung Ihnen viele Hilfen, weil Zertpruefung Dumps alle mögliche Fragen in den aktuellen Prüfungen und auch die ausführliche Analyse der Antworten beinhalten. Solange Sie alle Prüfungsfragen und Testantworten ernst lernen, können Sie die Oracle 1z0-1046-24 Prüfung sehr leichten bestehen.

Oracle 1z0-1046-24 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.

Thema 2	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.
Thema 3	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.
Thema 4	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.

Oracle Global Human Resources Cloud 2024 Implementation Professional 1z0-1046-24 Prüfungsfragen mit Lösungen (Q113-Q118):

113. Frage

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior?

- A. The second level approver might have opted for an adhoc route
- B. The second level approver might have rejected the request
- C. The second level approver might have reassigned the request
- D. The second level approver might have executed a pushback on the request

Antwort: A,C,D

Begründung:

Full Detailed In-Depth Explanation:

Per the "Securing HCM" guide, a workflow request reappearing in your worklist after approval can occur if

- * Adhoc route(A): The second approver added an extra step, looping it back.
- * Pushback(B): The second approver returned it to you for clarification.
- * Reassigned(C): The second approver sent it back to you explicitly.

114. Frage

During implementation, a two-tier employment model with multiple assignments has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- A. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees within the same legal employer.
- B. The client can change from any two-tier option to another at any point in time, irrespective of the existence of work relationships.
- C. If employees exist within the enterprise and legal employer, the person model setting cannot be changed as there are no contract options that support a contract with multiple assignments.
- D. The client cannot move from a two-tier multiple assignment to a two-tier single contract and single assignment after implementation.

Antwort: B

Begründung:

Full Detailed In-Depth Explanation:

Oracle Global Human Resources Cloud supports two-tier employment models: single assignment (SA) or multiple assignments (MA), with or without contracts (SC or MC). The employment model is set at the enterprise or legal employer level via "Manage

Enterprise HCM Information" or "Manage Legal Entity HCM Information." Changing this model post-implementation is possible under certain conditions.

Option A: Correct. Oracle allows flexibility to change the employment model (e.g., from two-tier MA to two-tier MC SA) at any time, even with existing work relationships, as long as data migration and configuration adjustments (e.g., contract setup) are handled. The system does not lock the model once set.

Option B: Incorrect. The client can transition from two-tier MA to two-tier SC SA post-implementation, though it requires updating existing records and ensuring compliance with new contract rules.

Option C: Incorrect. Within the same legal employer, only one employment model can be active at a time.

Mixing MA for existing employees and MC SA for new hires in the same legal employer is not supported without separate legal employers or a model change.

Option D: Incorrect. Contracts can coexist with multiple assignments if configured as multiple contracts (MC), so the model can be changed even with existing employees, contradicting this statement.

The correct answer is A, as per "Implementing Global Human Resources" on employment model flexibility.

115. Frage

Availability (work time) can be defined in HCM Cloud in different ways. In which order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- **B. Published schedules, Primary work schedule, Employment work week, Standard working hours**
- C. Published schedules, Employment work week, Primary work schedule, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Antwort: B

Begründung:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, an employee's work schedule for an assignment is determined by a hierarchical search order, as outlined in the documentation. The system prioritizes the most specific schedule first, falling back to broader defaults if none is found:

* Published Schedules: These are worker-specific schedules published via Time and Labor, taking top priority.

* Primary Work Schedule: Defined at the assignment level in Manage Employment, this is the next check.

* Employment Work Week: Set at the work relationship level, it applies if no specific schedule exists.

* Standard Working Hours: Defined at the legal employer or enterprise level, this is the final fallback.

Option A (Published schedules, Primary work schedule, Employment work week, Standard working hours) matches this exact order. Option B starts with Standard working hours (the last resort), which is incorrect.

Option C prioritizes Employment work week over Published schedules, reversing the hierarchy. Option D swaps Primary work schedule and Employment work week, also incorrect. Option A is the verified sequence per Oracle's logic.

116. Frage

You are setting up Core HR for a customer. During the work structure setup, you need to capture information such as work timings, standard working hours, organization manager and cost center.

Which type of organization allows you to maintain all these fields?

- A. Business Unit
- B. Legal Entity
- **C. Department**

Antwort: C

Begründung:

In Oracle Global Human Resources Cloud, work structures include organizations like Legal Entities, Business Units, and Departments, each serving distinct purposes. The question asks which organization type allows capturing work timings, standard working hours, organization manager, and cost center during Core HR setup.

* Option A: Legal Entity This option is incorrect. A Legal Entity represents a legal employer or registered organization for compliance and reporting (e.g., tax, payroll). While it captures attributes like name, address, and jurisdiction, it does not maintain fields for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.

* Option B: Business Unit This option is incorrect. A Business Unit organizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll

purposes, but it does not directly maintain work timings

, organization manager, or cost center as part of its setup. Business Units are broader constructs and lack the granularity to manage department-specific operational details, ruling out this option.

* Option C: Department This is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, Departments allow capturing:

* Work timings: Configured via work schedules or shift details associated with the department.

* Standard working hours: Defined to specify default hours for employees in the department (e.g., 40 hours/week).

* Organization manager: Assigned to designate the department's manager or supervisor.

* Cost center: Linked to track financial accountability for department activities. Oracle documentation confirms that Departments support these fields to manage workforce operations, making them the ideal organization type for this requirement.

* Why this answer? Departments are designed to handle operational and workforce-related details, unlike Legal Entities (compliance-focused) or Business Units (transaction-focused). The ability to configure work timings, standard hours, managers, and cost centers aligns with the Department's role in Core HR setup, making it the correct choice.

References

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

* Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."

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

* Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."

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

* Section: Workforce Structures: "Enhanced department configurations for operational management."

117. Frage

Challenge 6

Manage Document Types

Scenario

The organization would like to track the certifications of all their instructors.

Task

Create a Document Type of certificate for Instructor Certifications, where:

The name of the certificate is X Instructor Certification

Approval is required

The deletion restriction is required

Antwort:

Begründung:

See the solution in Explanation below.

Explanation:

To create a document type for tracking instructor certifications in Oracle Global Human Resources Cloud, you need to use the Manage Document Type task within the Setup and Maintenance work area. The task involves creating a document type named "X Instructor Certification" with approval required and deletion restrictions enforced. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Application Implementation Consultant role. These roles typically include permissions to access the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing document types. Proper access ensures you can perform the task without restrictions.

118. Frage

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Sorgen Sie noch um die Prüfungsunterlagen der Oracle 1z0-1046-24? Jetzt brauchen Sie keine Sorgen! Weil uns zu finden bedeutet, dass Sie schon die Schlüssel zur Prüfungszertifizierung der Oracle 1z0-1046-24 gefunden haben. Wir Zertprüfung

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