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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q25-Q30):

NEW QUESTION # 25
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. Time Sheet
- B. Calendar Events
- C. Contract Data
- D. Standard Working Hours
- E. Absences

Answer: B,D,E

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 # 26
Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. Capability to preview attachments directly on the page
- B. A function to add custom fields to document records

- C. Option to export document records to a CSV file

Answer: A

Explanation:
The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments, allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to attachment content.
* Option A: Capability to preview attachments directly on the pageThis is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files. This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.
* Option B: Option to export document records to a CSV fileWhile Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.
Since the question asks for a new feature, this option is less accurate compared to the preview capability.
* Option C: A function to add custom fields to document recordsAdding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.
References
* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Recordspages, without having to download them to a local folder. You can preview both, reference info attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."
* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20
* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."
* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle. com, Published: 2024-07-02
* Section: Document Records: "Describes managing document records, including viewing and attaching files."
* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs. oracle.com, Published: 2023-12-12
* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

NEW QUESTION # 27
Select three correct Workforce Structure definitions.

- A. Facility
- B. Department
- C. Location
- D. Geography
- E. Country
- F. Division

Answer: B,C,F

Explanation:
Full Detailed In-Depth Explanation:
Workforce Structures in Oracle Global Human Resources Cloud define organizational and operational entities.

* Option A: Facility is not a standard workforce structure; it might be a custom term.
* Option B: Geography is part of the geography hierarchy, not a workforce structure.
* Option C: Correct. Division is a workforce structure for grouping operations (e.g., Line of Business).
* Option D: Correct. Department is a workforce structure for organizational units.
* Option E: Country is a geography element, not a workforce structure.
* Option F: Correct. Location is a workforce structure defining physical work sites.
The correct answers are C, D, and F, per "Implementing Global Human Resources" on workforce structures.

NEW QUESTION # 28

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.
- B. Use the Configuration Package capabilities within the Configuration > Migration work area.
- C. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.
- D. Use the Configuration Set Migration tool within the Configuration > Migration work area.

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
In Oracle HCM Cloud, Transaction Design Studio (TDS) configurations (e.g., rules for transactions like Promote or Hire) are migrated between environments using the Configuration Set Migration tool, accessible via the Configuration > Migration work area. This tool allows you to export TDS rules as a configuration set from the test environment and import them into production, preserving customizations like field visibility or validation rules. The process involves selecting the TDS configurations, exporting them as a .zip file, and importing them into the target instance, ensuring consistency across environments.
Option A (Functional Setup Manager's Configuration Package) is used for broader setup data (e.g., enterprise structures), not TDS-specific rules. Option C misplaces the Configuration Package under the Migration work area, which is incorrect. Option D is false-TDS changes are migratable. Option B correctly identifies the Configuration Set Migration tool as the method, per Oracle's migration guidelines.

NEW QUESTION # 29

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses the Promote transaction. How does the system determine how the user interface will render?

- A. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- B. Page Composer configurations always override Transaction Design Studio configurations.
- C. When a user tries to use the Promote transaction, the page will error when loading.
- D. Transaction Design Studio configurations always override Page Composer configurations.

Answer: A

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, Page Composer and Transaction Design Studio (TDS) are tools for customizing UI behavior. Page Composer modifies page layouts globally or by role, while TDS applies transaction-specific rules, often by role or context. When configurations conflict, precedence is determined by the system's conflict resolution logic.
* Option A: Incorrect. Page Composer does not universally override TDS; precedence depends on timing and context.
* Option B: Correct. When conflicting changes exist (e.g., Page Composer making location required, TDS hiding it for managers), Oracle applies the last change made in either tool. The system uses a timestamp-based approach to resolve conflicts, ensuring the most recent configuration takes effect.
* Option C: Incorrect. Conflicting configurations do not cause page errors; the system resolves them silently.
* Option D: Incorrect. TDS does not universally override Page Composer; it depends on the order of changes.
The correct answer is B, per "Using Global Human Resources" on UI customization tools.

NEW QUESTION # 30

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