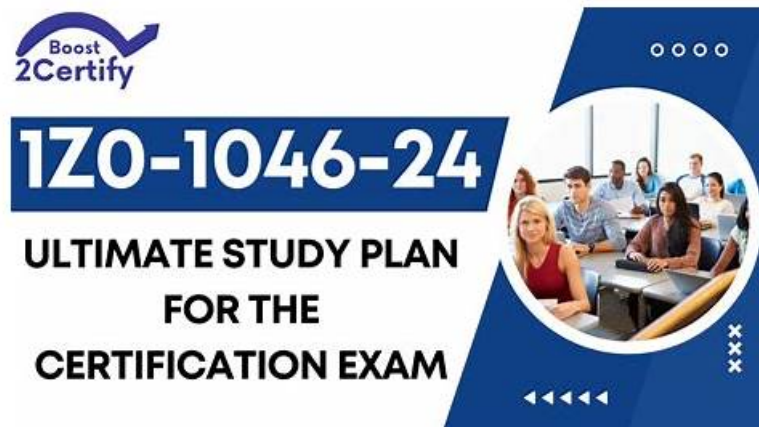


1z0-1046-24 Originale Fragen - 1z0-1046-24 Prüfungsunterlagen



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https://drive.google.com/open?id=156qZ7fYat_Otw3zLQNjax-zoEw8w9V4H

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Oracle 1z0-1046-24 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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 2	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 3	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.
Thema 4	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.

Oracle 1z0-1046-24 Prüfungsunterlagen, 1z0-1046-24 Prüfungsfragen

Ich kann mein Leben und Arbeit jetzt nicht ertragen. Ich hoffe auf eine andere bessere Arbeit. Sind Sie der ähnlichen Meinung? Aber, wie kann ich bessere Arbeit bekommen? Lieben Sie IT? Wollen Sie durch IT-Zertifizierungsprüfungen Ihre Fähigkeit beweisen? Wenn ja, nehmen Sie vielleicht an den IT-Zertifizierungsprüfungen teil. Es ist sehr wichtig, 1z0-1046-24 Zertifizierung zu bekommen, wenn Sie großen Erfolg in diesem Bereich machen wollen. Damit können Sie neue Chancen für Ihre Karriere schaffen. Wissen Sie Oracle 1z0-1046-24 Prüfung? Die 1z0-1046-24 Zertifizierung kann es erleichtern, dass Sie einen Job finden wollen. Aber fühlen Sie es sehr schwierig, die 1z0-1046-24 Prüfung zu bestehen? Es macht nichts, weil Sie die 1z0-1046-24 Prüfungsmaterialien von Zertprüfung benutzen können.

Oracle Global Human Resources Cloud 2024 Implementation Professional 1z0-1046-24 Prüfungsfragen mit Lösungen (Q142-Q147):

142. Frage

Which is a new feature available on the Redwood Cancel Work Relationship page?

- A. Capability to record additional information during work relationship cancellation
- B. Option to generate automated performance reports
- C. Ability to track employee attendance and absences

Antwort: A

Begründung:

The Redwood Cancel Work Relationship page in Oracle Global Human Resources Cloud introduces enhancements designed to improve user experience and streamline the process of terminating work relationships. According to Oracle's 24C and subsequent release notes, one of the key new features is the ability to record additional information during the cancellation of a work relationship. This includes selecting actions and action reasons for the cancellation and utilizing the action occurrence extensible flexfield (EFF) to store extra details in an "Additional Info" section, which is displayed only when configured for the action occurrence EFF. This feature enhances flexibility and allows organizations to capture enterprise-specific data during the termination process.

* Option A: Ability to track employee attendance and absences Tracking employee attendance and absences is not a feature associated with the Redwood Cancel Work Relationship page. Attendance and absence management are handled through separate modules, such as Oracle Absence Management or Time and Labor, and are not integrated into the work relationship cancellation process. Oracle documentation does not mention attendance or absence tracking as part of this page's functionality, making this option incorrect.

* Option B: Capability to record additional information during work relationship cancellation This is the correct answer. Oracle's 24C release notes specify that the Redwood Cancel Work Relationship page allows users to configure multiple actions for the cancellation process and includes an action occurrence EFF in the Additional Info section. This enables the storage of extra information, such as specific reasons or contextual details, during the cancellation. The feature is supported by configuration in the Business Rules to show the Additional Info section and is available only on the Redwood page, not the responsive version, enhancing the user experience with greater customization.

* Option C: Option to generate automated performance reports Generating automated performance reports is not a feature of the Redwood Cancel Work Relationship page. Performance reports are typically managed through Oracle Performance Management or Talent Management modules, and no Oracle documentation indicates that the Cancel Work Relationship page includes this capability. This option is unrelated to the termination process and is therefore incorrect.

References

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

* Section: Redwood Experience for Cancel Work Relationship Page: "Ability to record extra info while canceling a work relationship - You can now select the action and action reason for canceling the work relationship. You can now configure multiple actions as a part of the Cancel Work Relationship action type. Additionally, the action occurrence extensible flexfield (EFF) is added in the Additional info section so that you can store extra information while canceling a work relationship."

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

* Section: Cancel Work Relationships: "Describes the process to cancel work relationships, including configuration of actions and reasons."

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

* Section: Extensible Flexfields: "Explains how EFFs can be configured to capture additional attributes for actions like work relationship cancellation"

143. Frage

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee has a person record with the enterprise, so she will continue with the same person number.
- B. The employee's new person number will be her previous number suffixed by -1.
- C. The employee continues with her old person number if a global sequence is used for person number.
- **D. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.**

Antwort: D

Begründung:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

* Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked.

However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

* Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

* Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules). The default behavior does not assume continuity of the same person number across legal employers after a resignation.

* Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

144. Frage

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A. Person Management work area
- B. Enterprise Structures work area
- C. Workforce Structures work area
- **D. Setup and Maintenance work area**

Antwort: D

Begründung:

Full Detailed In-Depth Explanation:

The Setup and Maintenance work area (FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle

"Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making D the correct answer.

145. Frage

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can access John's portrait and click Promote under the Actions menu.
- D. The line manager can select My Portrait and click Promote under the Actions menu.

Antwort: B,D

Begründung:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.

Option A ("The line manager can select My Portrait and click Promote under the Actions menu"): Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.

Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.

Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.

Option D ("The line manager can access John's portrait and click Promote under the Actions menu"): Correct (not an answer).

Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

146. Frage

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record, and there will be two person records available for further processing.
- B. The application searches for the availability of date of birth and middle name to identify the matching record.
- C. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- D. Because the national identifier has changed, the system cannot identify the matching record.

Antwort: C

Begründung:

Full Detailed In-Depth Explanation:

Oracle Global Human Resources Cloud uses a matching algorithm to identify duplicate person records during hiring or reapplication, even across legal employers within the same enterprise. This is critical to avoid duplicate records when national identifiers change.

Option A: Date of birth and middle name alone are not the standard criteria; the algorithm uses a broader combination for accuracy.

Option B: Incorrect. The system attempts to match records before creating duplicates, using predefined rules.

Option C: Incorrect. A changed national identifier does not prevent matching; the system relies on other attributes, not solely the identifier.

Option D: Correct. Oracle's person matching rules (configurable via "Manage Person Duplicate Identification") use combinations like:

First name, first character of last name, and date of birth; or

Last name, first character of first name, and date of birth. These rules identify matches despite a new national identifier, ensuring the candidate is linked to their prior record if other key attributes align.

The correct answer is D, as detailed in "Implementing Global Human Resources" on person record matching.

147. Frage

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Falls Sie in der Prüfung durchgefallen sind nach der Nutzung der Oracle 1z0-1046-24 Dumps, können Sie volle Rückerstattung bekommen, womit Sie die Prüfungsunterlagen früher gekauft haben. Das ist die Garantie von Zertpruefung für alle Kunden. Diese

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