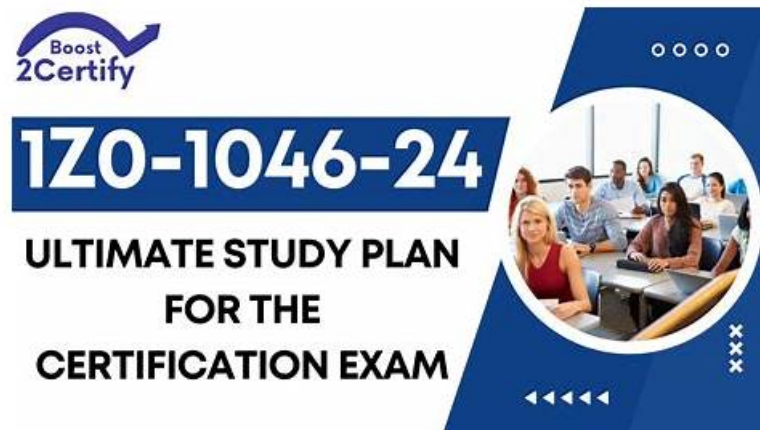


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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • 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.
Topic 4	<ul style="list-style-type: none"> • 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 Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q133-Q138):

NEW QUESTION # 133

An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it. Which option describes the cause of this issue?

- A. The line manager does not have the privilege to receive notifications.
- B. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.
- **C. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.**
- D. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, self-requestable roles trigger approval workflows if configured, typically notifying the line manager. If no notification is received, the issue likely relates to security or workflow setup.

Option A ("The security profile associated with the data role assigned to the line manager prevents any notification flowing to him") is correct. Notifications depend on the line manager's data role and security profile. If the profile lacks access to the employee's data or the transaction type, notifications are blocked.

This is a common issue addressed in the "Implementing Global Human Resources" guide under security troubleshooting.

* Option B ("The line manager does not have the privilege to receive notifications") is vague and less specific than A; privileges are part of the security profile.

* Option C ("The role provisioning user interface and objects are not workflow-enabled") is incorrect; self-requestable roles are workflow-enabled by default in Oracle.

* Option D ("Approvals in Oracle Global Human Resources Cloud go to two levels by default") is incorrect; approval levels are configurable, not fixed at two, and this doesn't explain the lack of notification.

NEW QUESTION # 134

When creating your THEN condition, which Approver Types enable you to configure the Automatic Approval Action type?

- A. Users, Representative, Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- B. Representative, Management Hierarchy, Position Hierarchy
- C. Application Role, Users, Representative, Approval Groups
- D. Management Hierarchy, Job Level Based Line Manager Hierarchy, Position Hierarchy
- **E. Approval Groups, Representative, Management Hierarchy, Position Hierarchy**

Answer: E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud's Transaction Console, approval rules are defined with "IF" and "THEN" conditions.

The "THEN" condition specifies the action, such as "Automatic Approval," and the approver type determines who or what approves the transaction. The Automatic Approval Action type allows a transaction to be approved without human intervention based on predefined rules. According to Oracle documentation, the approver types that support configuring Automatic Approval include Approval Groups (static or dynamic groups of approvers), Representative (e.g., HR or Payroll Representative), Management Hierarchy (based on supervisor hierarchy), and Position Hierarchy (based on position structure). These types can be configured to automatically approve under specific conditions.

Option A omits Approval Groups, which is a valid type for automatic approval. Option B includes "Users" and "Job Level Based Line Manager Hierarchy," but "Users" (individual named users) and "Job Level" are not typically used for automatic approval—they are more suited for manual routing. Option C includes

"Application Role," which is used for role-based access, not automatic approval in workflows. Option D misses Approval Groups and Representative, both critical for this feature. Option E correctly lists Approval Groups, Representative, Management Hierarchy, and Position Hierarchy, aligning with Oracle's supported approver types for automatic approval.

NEW QUESTION # 135

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- **A. Structure Defined, Hierarchy Defined, Validation Defined**
- B. Hierarchy Defined, Structure Defined, Validation Defined
- C. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- D. Validation Defined, Hierarchy Defined, Structure Defined

Answer: A

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

* Structure Defined: Define the levels of geography (e.g., country, province, city).

* Hierarchy Defined: Establish parent-child relationships between geography levels.

NEW QUESTION # 136

In HCM Cloud, you can define an employee's work time availability in several ways. In which order does the application search for an employee's schedule before applying it to an assignment?

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

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the application follows a specific hierarchy when determining an employee's work schedule to apply to an assignment. This process ensures that the most relevant and specific schedule is selected based on the configuration of the employee's work time availability. The correct order of precedence for searching an employee's schedule is outlined in the official Oracle documentation.

According to the Oracle HCM Cloud documentation, the application searches for schedules in the following order:

Published schedules: These are schedules from other scheduling applications integrated with Oracle HCM Cloud or manually

published schedules that take precedence.

Employment work week: This is configured on the employee's employment record and defines the standard work week applicable to the employee.

Primary work schedule: This is linked to specific workforce structure levels (e.g., enterprise, department, or individual assignment) and takes precedence based on the lowest level of assignment.

Standard working hours: These serve as the default fallback if no other schedules are defined.

The exact extract from the Oracle documentation states:

"You can set up an individual's work time in different ways. An person's official schedule for a selected time period is automatically determined using this information: ... This flow chart shows you the order that the application searches for someone's schedule, before applying it to the assignment. The published schedule is built using the employment work week, primary work schedule, or standard working hours for each person. It can also be built using published schedules from other scheduling applications." This indicates that the application prioritizes published schedules first, followed by the employment work week, then the primary work schedule, and finally standard working hours as the last resort. The documentation further clarifies that schedules assigned at lower workforce structure levels (e.g., individual assignment) take precedence over those at higher levels (e.g., enterprise), but the overall search order remains as listed.

Why the other options are incorrect:

Option A (Standard working hours, Primary work schedule, Employment work week, then Published schedules): This is incorrect because standard working hours are the last fallback, not the first, and published schedules have higher precedence than all others.

Option B (Employment work week, Published schedules, Primary work schedule, then Standard working hours): This is incorrect because published schedules are checked before the employment work week, not after.

Option D (Primary work schedule, Employment work week, Published schedules, then Standard working hours): This is incorrect because primary work schedules are not the first to be checked; published schedules take precedence, and employment work week comes before primary work schedule.

NEW QUESTION # 137

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. Line Managers can transfer their direct and indirect reports only.
- B. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- C. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- D. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- E. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.

Answer: A,D,E

Explanation:

Full Detailed in Depth Explanation:

The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.

Option B ("HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.

Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.

Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"):

True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.

Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.

Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

NEW QUESTION # 138

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