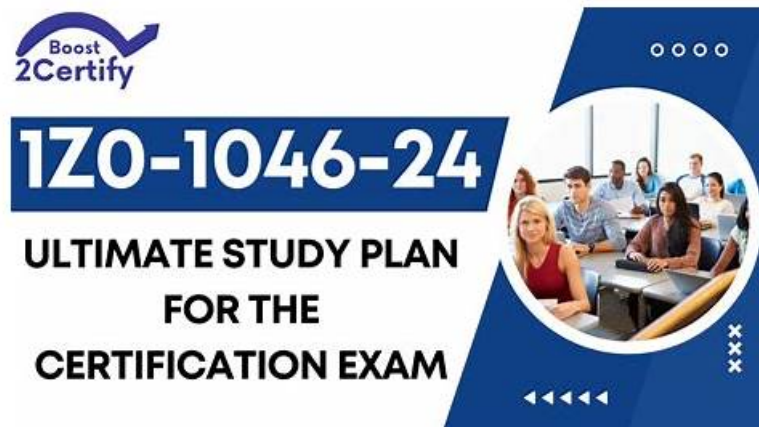


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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 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	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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q86-Q91):

NEW QUESTION # 86

Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Shifts, Schedules, Patterns, Calendar Events
- B. Schedules, Patterns, Shifts, Calendar Events
- C. Calendar Events, Shifts, Patterns, Schedules
- **D. Patterns, Calendar Events, Shifts, Schedules**

Answer: D

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

* Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

* Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

* Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as

"available" by the Pattern and not overridden by a Calendar Event.

* Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence-Patterns, Calendar Events, Shifts, Schedules-as the recommended order to ensure each component builds on the previous one without gaps or errors.

Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NEW QUESTION # 87

Which two fields can be synchronized by Position?

- **A. Location**
- **B. Department**
- C. Business Unit
- D. Legal Employer

Answer: A,B

Explanation:

Full Detailed in Depth Explanation:

Position Synchronization in Oracle HCM Cloud allows certain fields to automatically populate based on the position assigned to a worker. The two fields that can be synchronized are:

* B: Department, as positions are often tied to specific departments, and this link can sync data.

* D: Location, as positions are associated with work locations, enabling synchronization.

NEW QUESTION # 88

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

Answer: D

Explanation:

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.

NEW QUESTION # 89

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Department Manager
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- C. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- **D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

Approval routing policies in Oracle HCM Cloud, configured via Transaction Console or BPM Worklist, use specific bases to define approver chains. The documentation lists these as: Employee Supervisor Hierarchy (management chain), Position Hierarchy (position-based reporting), Job Levels (relative to the requester's job level), and Approval Groups (static or dynamic groups). These options provide flexibility to route approvals based on organizational structure or predefined lists, covering most use cases.

Option B includes "Grades," which influence salary, not approvals, and "Organization Hierarchy," which isn't a direct routing basis. Option C adds "Organization Hierarchy," which is redundant with Supervisor Hierarchy. Option D's "Department Manager" isn't a distinct basis—it's part of Supervisor Hierarchy. Option A accurately reflects Oracle's supported routing bases.

NEW QUESTION # 90

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

- A. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- B. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- **C. Line Managers can transfer their direct and indirect reports only.**
- **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: C,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 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.

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