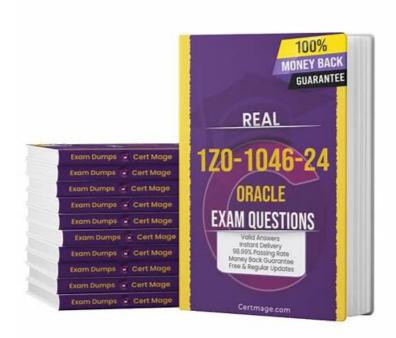# Oracle 1z0-1046-24 Exam Pattern, Examcollection 1z0-1046-24 Dumps Torrent

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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 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.
Topic 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.

Topic 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q108-Q113):

NEW QUESTION # 108
A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- B. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. All approvers must be present in the system; else, the promotion transaction fails.
- D. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- E. Enable a descriptive flexfield to capture the approvers in the required sequence and create Approval Group List Builder.

Answer: B

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, promotion approvals are configured via BPM Worklistusing Approval Groups. The requirement for a static, sequential group of three users with failover to the next approver requires specific settings.
* Option A: Incorrect. Default behavior does not auto-approve if an approver is unavailable unless explicitly configured (e.g., via timeout rules).
* Option B: "Allow empty groups" as True skips the group if no approvers are available, which could bypass the sequence, not continue it.
* Option C: Incorrect. The system doesn't fail if approvers are absent; it depends on configuration.
* Option D: Correct. Setting "Allow empty groups" to False ensures the approval group (with three static users) is mandatory, and sequential routing continues to the next available approver if one is unavailable (e.g., via vacation rules or reassignment).
* Option E: Flexfields don't control approval routing; they're for data capture, not process flow.
The correct answer isD, as per "Using Global Human Resources" on approval setup.

NEW QUESTION # 109
Challenge 1
Manage Legal Addresses
Scenario
An organization has just acquired a company, that manufactures spring hinges for spectacles in Michigain.
You need to create a legal address for this company.
Task Create a legal address for the legal entity using the following details.
900 Main st, Dearborn Heights, Wayne, Michigan 48127.

Answer:

Explanation:
See the solution in Explanation below.

Explanation:

This task requires creating a legal address for a legal entity in Oracle Global Human Resources Cloud using theManage Legal Addressestask. The address provided is900 Main St, Dearborn Heights, Wayne, Michigan 48127, for a company recently acquired by the organization. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such asApplication Implementation ConsultantorHCM Application Administrator. These roles grant access to the Setup and Maintenance work area.
* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal addresses. The user must have permissions to access theWorkforce Structuresfunctional area and theManage Legal Addressestask. Roles likeApplication Implementation Consultantinclude the necessary privileges (e.g.,Manage Legal Addressduty role).
* Verification: Oracle documentation specifies that setup tasks require specific security roles, and the Manage Legal Addressestask is restricted to authorized users.

NEW QUESTION # 110

People update a performance rating for a competency on a worker's profile. What is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

* A. Content subscriber
* B. Rating model
* C. Content library
* D. Educational establishment
* E. Instance qualifier

Answer: E

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, competencies on a worker's profile can be rated by multiple sources (e.g., manager, peer), and tracking the source requires a unique identifier.
Option E ("Instance qualifier") is correct. The instance qualifier uniquely identifies each rating instance for a competency, linking it to the rater and context (e.g., performance review). This is part of the competency framework in the "Implementing Talent Management Base" guide, ensuring auditability of who provided what rating.
* Option A ("Content library") stores competency definitions, not rating instances.
* Option B ("Educational establishment") is unrelated to ratings.
* Option C ("Rating model") defines the scale, not the instance.
* Option D ("Content subscriber") relates to content sharing, not ratings.

NEW QUESTION # 111

You approved a workflow request and sent it to the second-level approver as an HR specialist. However, it is still in your worklist notification. Which are two reasons for this?

* A. The second-level approver might have opted for an ad hoc route.
* B. The second-level approver might have approved the request.
* C. The second-level approver might have executed a pushback on the request.
* D. The second-level approver might have rejected the request.

Answer: C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In Oracle Global Human Resources Cloud, workflow requests follow a defined approval process managed by the Business Process Management (BPM) Worklist, which tracks notifications and tasks for approvers. When an HR specialist approves a workflow request and forwards it to the second-level approver, the expectation is that the task will move out of the first approver's worklist. However, if the task remains in the HR specialist's worklist, it indicates that the workflow has returned to them due to specific actions taken by the second-level approver.
According to the Oracle HCM Cloud documentation, the two reasons the workflow request might still appear in the HR specialist's worklist are:
* The second-level approver rejected the request: If the second-level approver rejects the request, the workflow task may return to

the previous approver (in this case, the HR specialist) for further action, such as review, correction, or resubmission.
* The second-level approver executed a pushback on the request: A pushback action allows the second-level approver to return the task to the previous approver without rejecting it outright, typically for clarification or additional information. This keeps the task active in the HR specialist's worklist.
The exact extract from the Oracle documentation states:
"When a task is assigned to an approver, they can approve, reject, or push back the task. If a task is rejected, it may return to the previous approver or initiator based on the workflow configuration. A pushback sends the task back to the previous approver for further action, such as providing additional details or addressing concerns, without terminating the workflow." Why the other options are incorrect:
* Option C (The second-level approver might have approved the request): This is incorrect because if the second-level approver approves the request, the workflow would proceed to the next stage (if any) or complete, removing the task from the HR specialist's worklist. Approval does not cause the task to remain with the previous approver.
* Option D (The second-level approver might have opted for an ad hoc route): This is incorrect because an ad hoc route involves reassigning or delegating the task to another approver, which would not cause the task to return to the HR specialist's worklist. Instead, it would move to the new approver's worklist.
Detailed Analysis of Correct Options:
* Rejection (Option A): A rejection by the second-level approver may trigger the workflow to revert to the previous approver (HR specialist) depending on the workflow rules configured in the system. For example, the workflow might be set up to allow the HR specialist to address the reason for rejection and resubmit the request.
* Pushback (Option B): A pushback is a specific action in Oracle HCM workflows that explicitly returns the task to the previous approver for further input or clarification. Unlike rejection, pushback does not terminate the workflow but keeps it active, requiring the HR specialist to take additional action.

NEW QUESTION # 112
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. Department
- B. Business Unit
- C. Legal Entity

Answer: A

Explanation:
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 EntityThis option is incorrect. ALegal Entityrepresents 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 forwork timings,standard working hours, organization manager, orcost centerdirectly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.
* Option B: Business UnitThis option is incorrect. ABusiness Unitorganizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. Itcaptures attributes like default working hours for payroll purposes, but it does not directly maintainwork timings
,organization manager, orcost centeras 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: DepartmentThis is the correct answer. ADepartmentin Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via theManage Organizationtask, 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, makingCthe correct choice.
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NEW QUESTION # 113

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