

Oracle certification 1z0-1046-24 exam free exercises updates



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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">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	<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 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.

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Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q79-Q84):

NEW QUESTION # 79

From which Redwood page can you now open the existing HCM Position Hierarchy?

- A. Redwood Jobs page
- B. Redwood Positions read-only page
- C. Redwood Person Spotlight page
- D. Redwood Locations page

Answer: B

Explanation:

The question asks from which Redwood page the existing HCM Position Hierarchy can be accessed. Position Hierarchies in Oracle HCM Cloud define relationships between positions (e.g., reporting structures), and Redwood pages provide enhanced interfaces for workforce management tasks.

* Option A: Redwood Locations page This option is incorrect. The Redwood Locations page manages location records (e.g., office addresses), not position hierarchies. Oracle documentation does not indicate any functionality for accessing position hierarchies from this page, as locations and positions serve distinct purposes in workforce structures.

* Option B: Redwood Person Spotlight page This option is incorrect. The Redwood Person Spotlight page focuses on person searches and quick actions (e.g., viewing employee details). While it may display an employee's position, it does not provide access to the full position hierarchy structure, which is a separate configuration, making this option invalid.

* Option C: Redwood Positions read-only page This is the correct answer. The Redwood Positions read-only page (introduced in 24C) allows users to view position details and access related configurations, including the existing HCM Position Hierarchy. Oracle's release notes confirm that this page includes functionality to open and view position hierarchies, enabling users to navigate reporting relationships and position structures directly from the Redwood interface.

* Option D: Redwood Jobs page This option is incorrect. The Redwood Jobs page manages job definitions (e.g., job codes, families), not position hierarchies. While jobs are linked to positions, the position hierarchy is a distinct structure managed separately, and Oracle documentation does not support accessing hierarchies from the Jobs page.

* Why this answer? The Redwood Positions read-only page is designed for position management tasks, including accessing hierarchies, aligning with Oracle's Redwood enhancements for workforce structures. Other pages focus on unrelated entities (locations, persons, jobs), making C the correct choice.

References

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

* Section: Redwood Positions Page: "The Redwood Positions read-only page now allows opening the existing HCM Position Hierarchy."

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

* Section: Position Management: "Position hierarchies can be viewed and managed from position-related pages."

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

* Section: Position Hierarchies: "Describes how to access and configure position relationships."

NEW QUESTION # 80

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

- A. The Add Person tasks include creating a new person's first work relationship with the enterprise.

- 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. Line Managers can transfer their direct and indirect reports only.
- 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 # 81

Contextual Journeys are displayed:

- A. Only on Thursdays
- B. In page or section headers
- C. When initiating a Quick Action
- D. Via the employees' "Journeys" tile

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.

Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

NEW QUESTION # 82

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Which two options can help the human resource specialist understand the Action framework available in the application?

- A. Action Reasons are seeded and cannot be defined by a user.
- B. Action Types are seeded and cannot be defined by a user.
- C. Actions are seeded and cannot be defined by a user.
- D. Action Reasons are seeded and can be defined by a user.

Answer: B,D

Explanation:

Full Detailed In-Depth Explanation:

The Action framework in Oracle HCM Cloud consists of Action Types, Actions, and Action Reasons:

- * B: True-Action Types(e.g, Promotion, Termination) are seeded by Oracle and cannot be user-defined, providing a fixed categorization structure.
- * D: True-Action Reasons(e.g, "Career Advancement") include seeded values but can be user-defined via Manage Action Reasons, allowing customization to meet specific needs like the missing promotion reason.
- * A: False-Actions (e.g, "Internal Promotion") can be user-defined and linked to seeded action types.
- * C: False-Action Reasons are customizable, not fully seeded.

Options B and D clarify the framework's flexibility and constraints, helping the specialist address the issue per Oracle's documentation.

NEW QUESTION # 83

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Role, Legal Entity, Country, Division, Action, and Worker Type
- **B. Business Unit, Location, Position, Action, and Worker Type**
- C. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- D. Legal Entity, Country, Business Unit, Division, Action, and Worker Type

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Transaction Design Studio (TDS) for the Transfer transaction, rules can be tailored using specific criteria, as outlined in the "Implementing Global Human Resources" guide. Supported fields include Business Unit, Location, Position, Action (e.g., Transfer), and Worker Type (e.g., Employee, Contingent). These allow precise rule application (e.g., different approval flows by location). Options B, C, and D include fields like Role, Legal Entity, Country, or Division, which are not standard TDS criteria for Transfer rules. Option A matches the documented supported fields.

NEW QUESTION # 84

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