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In actuality, the test center around the material is organized flawlessly for self-review considering the way that the competitors who are working in Oracle working conditions don't get the sufficient opportunity to go to classes for Oracle Global Human Resources Cloud 2024 Implementation Professional certification. Thusly, they need to go for self-study and get the right test material to fire scrutinizing up for the Oracle Global Human Resources Cloud 2024 Implementation Professional (1z0-1046-24) exam. By utilizing Oracle 1z0-1046-24 dumps, they shouldn't stress over any additional assistance with that.

Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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 (Q140-Q145):

NEW QUESTION # 140

Which of the following statuses allows for additional values to be created?

- A. HR Status
- B. Payroll Status
- C. Assignment Status

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, statuses control various aspects of a worker's record, and the ability to create additional values depends on the status type:

* A (Payroll Status): This refers to payroll-specific statuses (e.g., Processed, Paid), which are system-defined and tied to payroll processes. These are fixed and cannot be extended with additional values.

* B (Assignment Status): This governs the status of a worker's assignment (e.g., Active, Suspended).

Oracle allows you to create additional User-Defined Assignment Statuses via the "Manage Assignment Status" task, enabling customization (e.g., "On Leave - Special Circumstance") while preserving system statuses like Active or Inactive.

* C (HR Status): This is a broad term, but in context, it typically refers to the Person-level status (e.g., Active, Terminated), which is system-defined and not extensible with additional values.

The Oracle documentation highlights that Assignment Status is unique in allowing user-defined values to meet specific business needs, while Payroll and HR Statuses remain locked to maintain consistency. Thus, B is the correct answer.

NEW QUESTION # 141

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. Because the national identifier has changed, the system cannot identify the matching record.
- B. The application cannot identify the matching record and there will be two person records available for further processing.
- C. The application searches for the availability of date of birth and middle name to identify the matching record.
- D. 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.

Answer: D

Explanation:

Full Detailed in Depth Explanation:

Oracle HCM Cloud uses a matching algorithm to identify duplicate person records during processes like hiring or candidate application, even across different legal employers within the same enterprise. This is critical to avoid creating duplicate records when a person reapplies with a changed national identifier.

Option B ("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") is correct. The system employs a configurable person-matching rule that typically uses a combination of key attributes-first name, last name (or initial), and date of birth-to determine if a record already exists. This rule is designed to handle cases where the national identifier changes, as it does not rely solely on that field.

The "Implementing Global Human Resources" guide confirms this matching logic, noting that the system checks these attributes to prevent duplication.

* Option A ("Because the national identifier has changed, the system cannot identify the matching record") is incorrect because the matching process does not depend solely on the national identifier.

* Option C ("The application searches for the availability of date of birth and middle name to identify the matching record") is incorrect because middle name is not a standard required attribute in the default matching rule.

* Option D ("The application cannot identify the matching record and there will be two person records available for further processing") is incorrect because the system is designed to detect matches and avoid duplicate records when possible.

NEW QUESTION # 142

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. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.
- **D. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.**

Answer: D

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 # 143

Which new feature has been added to the Redwood Grade Rates page to enhance the search and filtering capabilities?

- **A. Capability to search and filter grade rate values by name, code, and set**
- B. Option to add custom columns to the grade rate table
- C. A function to compare grade rates across different locations

Answer: A

Explanation:

The Redwood Grade Rates page in Oracle Global Human Resources Cloud has been enhanced to improve usability, particularly in searching and filtering grade rate data. The question asks for the new feature added to enhance search and filtering capabilities.

Oracle's 24C release notes highlight specific improvements to the Redwood interface for grade rates, focusing on streamlined data

retrieval.

Option A: Capability to search and filter grade rate values by name, code, and set This is the correct answer. According to Oracle's 24C release notes, the Redwood Grade Rates page now includes advanced search and filtering capabilities, allowing users to search and filter grade rates by attributes such as name, code, and set. This enhancement enables HR specialists to quickly locate specific grade rates, for example, filtering by a grade rate name like "Salary Grade 1" or a set code tied to a legislative data group. The feature improves efficiency in managing compensation data, especially in organizations with extensive grade structures, and is explicitly documented as a new Redwood functionality.

Option B: Option to add custom columns to the grade rate table

This option is incorrect. Oracle documentation, including 24C and 25A release notes, does not mention the ability to add custom columns to the grade rate table as a new feature on the Redwood Grade Rates page.

While Oracle supports flexfields for customization in other areas, there is no evidence that this specific capability was introduced for grade rates. The focus of Redwood enhancements is on search, filtering, and UI improvements, not custom column additions.

Option C: A function to compare grade rates across different locations

This option is incorrect. There is no documented feature in the 24C or 25A releases that enables comparing grade rates across different locations on the Redwood Grade Rates page. While Oracle HCM Cloud supports location-based configurations (e.g., for payroll or local regulations), the Redwood Grade Rates page enhancements center on search and filter improvements, not comparative analysis across locations. This functionality would require custom reporting or analytics, not a standard page feature.

Why this feature?

The capability to search and filter by name, code, and set directly addresses the need for enhanced search and filtering, making it easier to manage grade rates in a user-friendly Redwood interface. This aligns with Oracle's focus on improving data accessibility and usability in the 24C release.

References

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

Section: Redwood Experience for Grade Rates Page: "You can now easily search and filter grade rate values by name, code, and set on the Grade Rates page." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID:

docs.oracle.com, Published: 2024-07-02 Section: Grade Rates Management: "Describes how grade rates are managed, including searching and filtering capabilities." Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

Section: Grade Rates Configuration: "Details on configuring and accessing grade rates, including set-based assignments."

NEW QUESTION # 144

Your customer wants to leverage the Tree Manager functionality to meet their Security and Reporting requirements. You discuss the delivered hierarchies to help them choose the correct tree structure. Which option represents seeded tree structures?

- A. Organization, position, department, geographies
- B. Organization, position, division, geographies
- C. Organization, job, division, geographies
- D. Organization, job, department, geographies
- E. Organization, position, division, establishment

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Oracle Global Human Resources Cloud, the Tree Manager functionality is used to define and manage hierarchical structures that support security, reporting, and organizational requirements. Seeded tree structures are predefined hierarchies provided by Oracle to help organizations model their workforce structures efficiently. These seeded structures are designed to align with common organizational components and are available out-of-the-box for configuration.

According to the official Oracle HCM Cloud documentation, the seeded tree structures in Oracle Global Human Resources Cloud are:

* Organization: Represents the organizational hierarchy, such as business units, legal entities, or departments.

* Position: Defines the position hierarchy, which outlines reporting relationships based on job roles or positions within the organization.

* Department: Represents the departmental hierarchy, which organizes employees into functional or operational units.

* Geographies: Defines geographic hierarchies, such as country, region, or city, used for location-based reporting and compliance.

The exact extract from the Oracle documentation states:

"You can define trees to create hierarchical structures to reflect your organization for reporting and security purposes. Examples of predefined tree structures include organization, position, department, and geographies."

Why the other options are incorrect:

Additionally, division is not a predefined tree structure in Oracle HCM Cloud.

* Option D (Organization, job, department, geographies): This is incorrect because job is not a seeded tree structure, as explained in option A.

NEW QUESTION # 145

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