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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 (Q49-Q54):

NEW QUESTION # 49

Which task in the Setup and Maintenance work area generates position codes automatically?

- A. Manage Position Codes
- B. Manage Position Synchronization
- C. Manage Legal Entity HCM Information
- D. Manage Positions
- E. Manage Enterprise HCM Information

Answer: E

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level.

* Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes.

* Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation.

* Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting.

* Option D: There's no "Manage Position Codes" task; this is a fictitious option.

* Option E: "Manage Positions" is for creating/editing positions but doesn't configure automatic code generation.

The correct answer is C, per "Implementing Global Human Resources" on enterprise setup.

NEW QUESTION # 50

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years but resigned two years ago. Which statement is correct about the person number for the employee?

- A. The employee has a person record with the enterprise, so she will continue with the same person number.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee's new person number will be her previous number suffixed by -1.
- D. The employee continues with her old person number if a global sequence is used for person number.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, the person number is a unique identifier assigned to an individual within the system. The generation of person numbers can be configured at the enterprise or legal employer level using the "Manage Enterprise HCM Information" or "Manage Legal Entity HCM Information" tasks in the Setup and Maintenance work area. Two common methods for generating person numbers are "Global Sequence" (a single sequence across the enterprise) and "Legal Employer Sequence" (a separate sequence for each legal employer).

Option A: If a global sequence is used, the person number is unique across the enterprise, and typically, a rehired employee might retain their old number if their person record remains active and linked. However, since this employee resigned two years ago, her work relationship with the U.S. legal employer ended. When rehired in France under a different legal employer, Oracle HCM does not automatically reuse the old person number unless explicitly configured to recognize prior records across legal employers, which is not the default behavior for rehires in different jurisdictions.

Option B: When the legal employer sequence is used, each legal employer maintains its own sequence for person numbers. Since the employee is starting employment with a new legal employer in France, she will receive a new person number specific to that legal employer's sequence, regardless of her previous employment in the U.S. This is the correct behavior as per Oracle's employment model, where person numbers can differ across legal employers unless a global sequence is enforced and prior records are explicitly linked.

Option C: While the employee has a prior person record with the enterprise, resignation typically ends the active work relationship. When rehired under a different legal employer, a new person number is generated unless the system is configured to reuse the old number (e.g., via global sequence and specific rehire rules).

The default behavior does not assume continuity of the same person number across legal employers after a resignation.

Option D: Oracle HCM does not automatically suffix a previous person number with "-1" or any similar pattern for rehires. Person number generation follows the configured sequence method, not a manual or derived modification of prior numbers.

Thus, the correct answer is B, as the legal employer sequence method generates a new person number for the employee in France. This aligns with the documentation in "Implementing Global Human Resources" (e.g., section on Person Number Generation in the Manage Legal Entity HCM Information task).

NEW QUESTION # 51

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 security profile associated with the data role assigned to the line manager prevents any notification flowing to him.
- B. The line manager does not have the privilege to receive notifications.
- C. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.
- 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: A

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 # 52

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- A. Business Unit
- B. Legal Entity
- C. Reporting Establishment
- D. Enterprise
- E. Division
- **F. Department**

Answer: F

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

* Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

* Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

* Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

* Option E ("Division") is a higher-level grouping for reporting and does not capture these specific attributes.

* Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

NEW QUESTION # 53

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another. What configuration will you need to do to make this possible?

- **A. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.**
- B. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- C. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Answer: A

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, transferring a worker between legal employers requires an appropriate action linked to an action type, managed via "Manage Actions." Option A: Incorrect. You cannot create new action types; they are seeded (e.g., Transfer, Hire). Only actions can be created under existing types.

Option B: Correct. Create a new action "Legal Employer Transfer" and associate it with the seeded "Global Transfer" action type, which supports cross-legal-employer movements while retaining the person record.

Option C: Incorrect. Modifying the delivered "Transfer" action risks affecting its standard behavior; a new action is cleaner.

Option D: Incorrect. There is no seeded "Legal Entity Transfer" action type; "Global Transfer" is the appropriate type.

The correct answer is B, per "Implementing Global Human Resources" on employment actions.

NEW QUESTION # 54

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