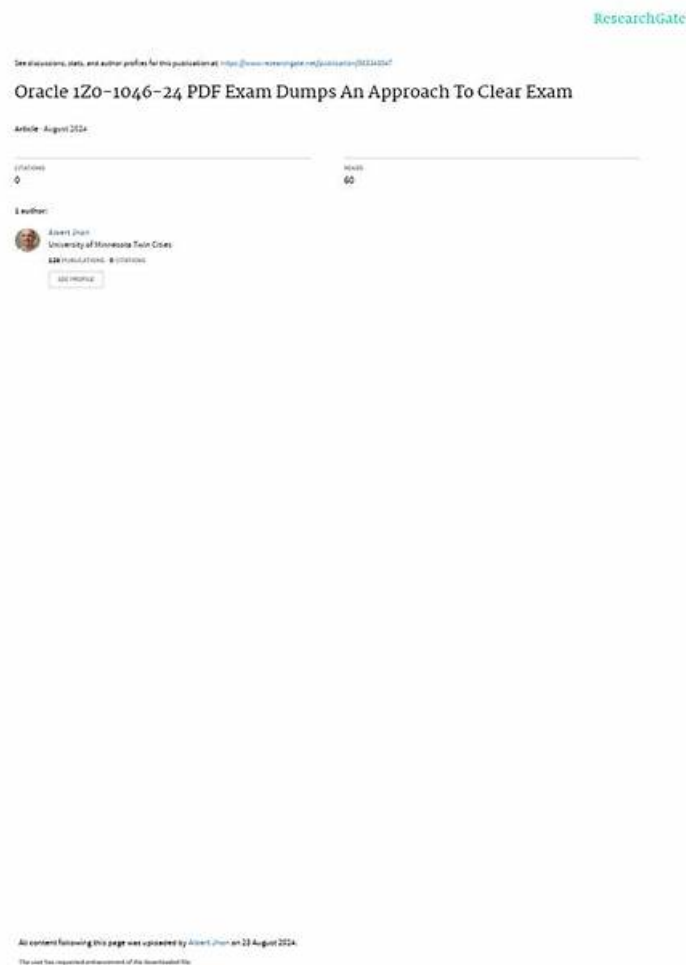


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Oracle 1z0-1046-24 Exam Syllabus Topics:

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	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 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	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.

Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q57-Q62):

NEW QUESTION # 57

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

Answer: E

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.

Use trees to create a hierarchical representation of the structure that is used for approvals, reporting, and security." This confirms that the seeded tree structures are organization, position, department, and geographies, making option C the correct answer.

Why the other options are incorrect:

* Option A (Organization, job, division, geographies): This is incorrect because job is not a seeded tree structure. Jobs represent roles or functions but are not used to define hierarchies in Tree Manager.

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

* Option B (Organization, position, division, establishment): This is incorrect because division and establishment are not seeded tree structures. While organizations may use custom hierarchies for divisions or establishments, they are not part of the predefined seeded structures.

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

* Option E (Organization, position, division, geographies): This is incorrect because division is not a seeded tree structure, as explained in option B.

NEW QUESTION # 58

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. Legal Entity
- C. Business Unit

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 Entity This option is incorrect. A Legal Entity represents 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 for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.

* Option B: Business Unit This option is incorrect. A Business Unit organizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll purposes, but it does not directly maintain work timings

, organization manager, or cost center as 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: Department This is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, 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, making C the correct choice.

References

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

* Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.

oracle.com, Published: 2024-07-02

* Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."

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

* Section: Workforce Structures: "Enhanced department configurations for operational management."

NEW QUESTION # 59

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which three items will be used to determine the availability of a worker?

- A. Calendar Events
- B. Contract Data
- C. Standard Working Hours
- D. Absences
- E. Time Sheet

Answer: A,C,D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, a worker's availability is determined by combining multiple data points that define their working and non-working time. When a work schedule is not assigned, the system relies on alternative sources to calculate availability, as seen in the "Check Availability" feature (e.g., in the Directory or My Team).

* Option A: Contract Data defines employment terms (e.g., full-time/part-time status) but does not directly specify daily or hourly availability without a linked schedule or hours. It's not a primary factor here.

* Option B: Absences (e.g., vacation, sick leave) reduce a worker's availability by indicating time they are not available to work. This is a key component, making it correct.

* Option C: Calendar Events (e.g., public holidays, company-wide closures) from the worker's assigned work day calendar affect availability by marking non-working days. This is included, making it correct.

* Option D: Standard Working Hours, defined at the enterprise or legal employer level (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), provide a default working pattern (e.g., 9 AM-5 PM) when no specific work schedule is assigned. This is a fallback mechanism and is correct.

* Option E: Time Sheet data tracks actual hours worked but is not used proactively to determine future availability; it's more for payroll or historical analysis.

Thus, the three items used are B (Absences), C (Calendar Events), and D (Standard Working Hours), as outlined in "Using Global Human Resources" under Availability Management.

NEW QUESTION # 60

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A. Grades
- B. Location
- C. Jobs
- D. Positions
- E. Actions
- F. Departments

Answer: A,B,C,F

Explanation:

Full Detailed in Depth Explanation:

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

* Jobs (A): Shared or restricted by business unit for employment consistency.

* Grades (D): Linked to compensation and restricted by RDS.

* Location (E): Physical work locations shared or restricted via RDS.

* Departments (F): Organizational units managed via RDS for segregation.

NEW QUESTION # 61

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment. How do you migrate these changes to your production environment?

- A. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.
- B. Use the Configuration Package capabilities within the Configuration > Migration work area.
- C. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.
- **D. Use the Configuration Set Migration tool within the Configuration > Migration work area.**

Answer: D

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud, Transaction Design Studio (TDS) configurations (e.g., rules for transactions like Promote or Hire) are migrated between environments using the Configuration Set Migration tool, accessible via the Configuration > Migration work area. This tool allows you to export TDS rules as a configuration set from the test environment and import them into production, preserving customizations like field visibility or validation rules. The process involves selecting the TDS configurations, exporting them as a .zip file, and importing them into the target instance, ensuring consistency across environments.

Option A (Functional Setup Manager's Configuration Package) is used for broader setup data (e.g., enterprise structures), not TDS-specific rules. Option C misplaces the Configuration Package under the Migration work area, which is incorrect. Option D is false—TDS changes are migratable. Option B correctly identifies the Configuration Set Migration tool as the method, per Oracle's migration guidelines.

NEW QUESTION # 62

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