

# Your Ultimate Resource Actual of Oracle 1z0-1046-24 Questions



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## Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

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## Oracle Global Human Resources Cloud 2024 Implementation Professional Sample Questions (Q84-Q89):

### NEW QUESTION # 84

Which set of enabled objects are used for partitioning reference data?

- A. Legal entity, department, division, location
- B. Jobs, grades, salary plan, rates
- C. Enterprise, legal entity, business unit, position
- **D. Department, location, jobs, grades**

**Answer: D**

Explanation:

Full Detailed In-Depth Explanation:

Reference data partitioning in Oracle Global Human Resources Cloud separates data sets to control visibility and usage across the organization. Enabled objects for partitioning are typically workforce structures shared across business units.

\* Option A: Enterprise and legal entity are structural, not reference data objects; position is not typically partitioned.

\* Option B: Correct. Department, location, jobs, and grades are reference data objects that can be partitioned using reference data sets (e.g., via Manage Reference Data Sets) to restrict access by business unit or other criteria.

\* Option C: Salary plans and rates are not standard partitioned objects; jobs and grades are, but the set is incomplete.

\* Option D: Division is not a standard partitioning object; legal entity is structural, not reference data.

The correct answer is B, as per "Implementing Global Human Resources" on reference data management.

### NEW QUESTION # 85

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model. Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Talent Review
- **B. Performance Management**
- C. Goal Management
- D. Compensation Management

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

The Performance Rating Model in Oracle HCM Cloud defines how performance is rated (e.g., scale, descriptions). The "Review Points" tab within "Manage Ratings Model" is specific to certain modules.

Option B ("Performance Management") is correct. The Review Points tab is used exclusively in Oracle Performance Management to assign points to ratings, which are then used in performance evaluations to calculate scores or rankings. This is detailed in the "Implementing Performance Management" guide, distinguishing it from other HCM products like Talent Review (focuses on calibration), Compensation Management (salary adjustments), or Goal Management (goal tracking), which do not utilize review points in this manner.

### NEW QUESTION # 86

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent

it to the second-level approver). What are three possible causes of this behavior?

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

**Answer: A,B,D**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

#### NEW QUESTION # 87

When an HR specialist searches for Awards and Honors, such as "PhD," the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who have Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are "PhD."
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. Areas of expertise is public information.
- D. PhD is a sensitive keyword and is used elsewhere in the person's information.
- E. HR does not have access to the "Experience and Qualification" card.

**Answer: C**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle HCM Cloud's Person Gallery, search results depend on data visibility and security: Awards and Honors (e.g., "PhD") are restricted by the HR specialist's area of responsibility (AOR), typically limited to direct reports unless broader access is granted. Areas of Expertise (e.g., "Oracle Global Human Resources Cloud") are designated as public information by default, visible to all users with Person Gallery access, regardless of AOR, unless explicitly restricted via security profiles.

Option A is incorrect—the "Experience and Qualification" card is accessible but scoped to AOR. Option B misattributes the issue to departments—visibility is AOR-based. Option D (sensitive keyword) lacks evidence. Option E (department access) is irrelevant.

Option C correctly identifies areas of expertise as public, explaining the broader search results per Oracle's security model.

#### NEW QUESTION # 88

Which three options are true regarding Grade Ladders?

- A. A Grade Ladder can be created with a combination of both grades and grades with steps.
- B. Grade Ladders are used to group grades or grades with steps.
- C. Two types of Grade Ladders are available.
- D. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

**Answer: A,B,C**

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, Grade Ladders organize grades (flat pay levels) or grades with steps (progression points

The correct answers are A, C, and D, per "Implementing Global Human Resources" on grade structures.

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