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Oracle 1z0-1046-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 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 (Q100-Q105):

NEW QUESTION # 100
A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- B. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- C. The Update Person Keyword Search process must be run before hiring a person.
- D. The BPM task NewPersonEmploymentApproval is not set up properly.

Answer: D

Explanation:
Full Detailed In-Depth Explanation:
The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.
Option A: Security profiles control data visibility, not approval process execution. Thiswouldn't cause a BPM fault.
Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.
Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.
Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.
The correct answer isB, as detailed in "Implementing Global Human Resources" under Approval Configuration.

NEW QUESTION # 101
As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies?

- A. You must identify the top-level of geography as Country and define a geography type.
- B. You must map geography to reporting establishments for reporting purposes.
- C. You can only modify all levels of the geography structure before you load geography hierarchy.
- D. You must set geography validation for the specific address style for a country.

Answer: A,C,D

Explanation:
Full Detailed In-Depth Explanation:
Geographies in Oracle Global Human Resources Cloud are set up via the "Manage Geographies" task to define address hierarchies (e.g., country, state, city) for location and reporting purposes.
Option A: Correct. The geography structure (levels like country, province) can only be modified before loading the hierarchy data; post-load changes are restricted to maintain data integrity.

Option B: Incorrect. Mapping geographies to reporting establishments is not mandatory; it's an optional configuration for specific reporting needs.
Option C: Correct. The top level must be defined as "Country," and each level requires a geography type (e.g., State, City) to structure the hierarchy.
Option D: Correct. Geography validation must be enabled for a country's address style (e.g., US vs. UK format) to ensure accurate address entry, set via Manage Geographies.
The correct answers are A, C, and D, per "Implementing Global Human Resources" on geography setup.

NEW QUESTION # 102
Action Type identifies the type of business process associated with an action and determines what happens when you select that action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action Types?

- A. Action Types are seeded.
- B. If Termination is an action, Normal Termination is an Action Type.
- C. Additional Action Types can be created.
- D. An Action Type cannot be associated with user-defined actions.
- E. Every Action Type can have multiple actions within it.

Answer: A,E

Explanation:
Full Detailed In-Depth Explanation:
In Oracle Global Human Resources Cloud, Action Types categorize business processes (e.g., Hire, Terminate), while Actions are specific instances within those types (e.g., Voluntary Termination under Terminate). Understanding their relationship is key.
* Option A: Correct. An Action Type (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination), allowing flexibility within a process category.
* Option B: Correct. Oracle provides seeded Action Types (e.g., Hire, Transfer, Termination) as part of the base application, which can be used out-of-the-box or extended.
* Option C: Incorrect. User-defined Actions can be created and linked to both seeded and custom Action Types, offering customization flexibility.
* Option D: Incorrect. While you can create custom Actions, Action Types are seeded and cannot be created anew by users; they can only be extended via Actions.
* Option E: Incorrect. "Termination" is an Action Type, and "Normal Termination" would be an Action under it, not the other way around.
The correct answers areAandB, as per "Implementing Global Human Resources" under Action Configuration.

NEW QUESTION # 103
Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can select My Portrait and click Promote under the Actions menu.
- B. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- C. The line manager can access John's portrait and click Promote under the Actions menu.
- D. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.

Answer: A,D

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, line managers can initiate promotions for subordinates via specific navigation paths, but not all options listed are valid methods.
* Option A ("The line manager can select My Portrait and click Promote under the Actions menu"):
Incorrect (thus an answer). "My Portrait" refers to the manager's own profile, not the subordinate's, so this cannot be used to promote John.
* Option B ("The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically"): Incorrect (thus an answer). The Person Gallery Keyword Search allows searching for people or actions, but typing "Promote John" does not automatically launch the promotion process; it requires further navigation.
* Option C ("The line manager can promote John from Organization Chart Actions under Personal and Employment"): Correct (not

an answer). The Organization Chart provides actions like Promote for subordinates, a valid method.
* Option D ("The line manager can access John's portrait and click Promote under the Actions menu"):
Correct (not an answer). Accessing John's portrait in the Person Gallery and selecting Promote from the Actions menu is a standard method.

NEW QUESTION # 104
Challenge 2
Manage Legal Entity
Scenario
The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.
Task
Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:
The name of the legal entity is X Cloud vision
The identifier is XCLDVIS
The legal address is, as previously created
The EIN or TIN is 93654213X
The Legal Reporting Unit Registration Number is 1212321X

Answer:

Explanation:
See the solution in Explanation below.
Explanation:
This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company,X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its ownPayroll Statutory Unit(PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by- step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications
* Action: Log in to Oracle Fusion Applications using a user account with privileges such asApplication Implementation ConsultantorHCM Application Administrator. These roles grant access to the Setup and Maintenance work area.
* Explanation: TheSetup and Maintenancework area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access theWorkforce Structures functional area and theManage Legal Entitytask. Roles likeApplication Implementation Consultant include the necessary privileges (e.g.,Manage Legal Entityduty role).
* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entitytask is restricted to authorized users.

NEW QUESTION # 105
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