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Exam : **1z0-1046-24**

Title : Oracle Global Human
Resources Cloud 2024
Implementation Professional

Vendor : Oracle

Version : DEMO

NO.1 You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Which two statements are true about actions? (Choose two.)

- A.** Only one action can be associated with an action type
- B.** Actions can be accessed via Smart Navigator, and available actions are based on the security access
- C.** An action must always have an action reason associated
- D.** User-defined actions can be created and linked to predefined action types

Answer: B D

Explanation:

Full Detailed In-Depth Explanation:

Per the "Managing Workforce Records" guide:

Option A: False. Multiple Actions can be linked to a single Action Type (e.g., multiple promotion Actions under the Promotion Action Type).

Option B: True. Actions are accessible via Smart Navigator, and visibility depends on the user's security access (e.g., role-based permissions).

Option C: False. An Action Reason is optional, not mandatory, depending on configuration.

NO.2 Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A.** Divisions
- B.** Departments
- C.** Legal Entities
- D.** Business Units
- E.** Reference Data Sets

Answer: A C D E

Explanation:

Full Detailed in Depth Explanation:

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

Divisions (A): Organizational units for segmenting the business.

Legal Entities (C): Entities with legal standing for employment and payroll.

Business Units (D): Operational units for managing transactions.

Reference Data Sets (E): Sets for sharing data across business units.

NO.3 When working through configurations in the Functional Area, Workforce Deployment within FSM, are you required to access and configure the objects in the order listed on the page?

- A.** No
- B.** Yes

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In the Functional Setup Manager (FSM) under the Workforce Deployment functional area, Oracle HCM Cloud provides flexibility in configuration. The objects (e.g., Departments, Locations, Positions)

listed on the page are not strictly required to be configured in the order they appear. While Oracle recommends a logical sequence (e.g., defining Departments before Positions), the system does not enforce this as a mandatory requirement. Implementers can adjust the order based on their implementation needs, as long as dependencies (e.g., a Position requiring a Department) are satisfied. The "Implementing Workforce Deployment" section of the Oracle documentation confirms this flexibility, stating that configuration order can vary depending on organizational requirements. Thus, the correct answer is A.

NO.4 You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity. Identify the correct statement about this.

- A.** You cannot add new lookup codes and meanings to the existing lookup types.
- B.** Oracle applications contain certain predefined system lookups that are locked for editing.
- C.** You can access the task for profile options from the Setup and Maintenance menu.
- D.** You can create new lookup types but cannot modify the existing ones.
- E.** The system administrator must enable the lookup before it is modified in the work area.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, lookups are managed via the "Manage Common Lookups" or

"Manage Standard Lookups" tasks in the Setup and Maintenance work area. Lookups provide drop-down values (codes and meanings) for fields, and their editability depends on their type and configuration.

Option A: Incorrect. You can add new lookup codes and meanings to many existing lookup types, provided they are not system-locked or restricted by security.

Option B: Correct. Oracle includes predefined system lookups (e.g., seeded values for core fields like Action Types or Employment Status) that are locked for editing to maintain application integrity. If the lookup you're trying to modify is one of these, you'll be unable to add values, even with access to the work area, due to system restrictions.

Option C: Incorrect. Profile options are unrelated to lookups; they control application behavior, not value lists, and don't explain the inability to edit.

Option D: Incorrect. You can modify existing lookup types (if not system-locked) and create new ones, depending on permissions and lookup status.

Option E: Incorrect. There's no specific "enable" step by a system administrator for lookups; editability is determined by the lookup's system status and user privileges.

The correct answer is B, as per "Implementing Global Human Resources" on lookup management, where system lookups are noted as non-editable.

NO.5 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.** The application searches for the availability of date of birth and middle name to identify the matching record.

- B.** The application cannot identify the matching record, and there will be two person records available for further processing.
- C.** Because the national identifier has changed, the system cannot 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 Global Human Resources Cloud uses a matching algorithm to identify duplicate person records during hiring or reapplication, even across legal employers within the same enterprise. This is critical to avoid duplicate records when national identifiers change.

Option A: Date of birth and middle name alone are not the standard criteria; the algorithm uses a broader combination for accuracy.

Option B: Incorrect. The system attempts to match records before creating duplicates, using predefined rules.

Option C: Incorrect. A changed national identifier does not prevent matching; the system relies on other attributes, not solely the identifier.

Option D: Correct. Oracle's person matching rules (configurable via "Manage Person Duplicate Identification") use combinations like:

First name, first character of last name, and date of birth; or

Last name, first character of first name, and date of birth. These rules identify matches despite a new national identifier, ensuring the candidate is linked to their prior record if other key attributes align.

The correct answer is D, as detailed in "Implementing Global Human Resources" on person record matching.

NO.6 You are a Global Human Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type and ensure it displays on the Skills and Qualifications page?

- A.** Create a new content item, create a new content type, link the content item to the person profile.
- B.** Create a new content type, create content items for that type, link the content type to the person profile.
- C.** Create a new content type, create content items for that type, link the content type to the model profile.
- D.** Create a new content item, create a new content type, link the content item to the model profile.

Answer: B

Explanation:

Full Detailed In-Depth Explanation:

In Oracle Global Human Resources Cloud, tracking external training in the talent profile (Skills and Qualifications page) requires configuring content types and items via "Manage Content Types" and "Manage Content Items." Option A: Incorrect. The sequence is off; content types must precede content items, and "person profile" linking is vague.

Option B: Correct:

Create a new content type (e.g., "External Training") via Manage Content Types.

Create content items (e.g., specific training courses) under that type.

Link the content type to the person profile (via Manage Profile Types, associating it with the Skills and Qualifications section).

This ensures display on the page.

Option C: Incorrect. Linking to a "model profile" (e.g., job/role profile) doesn't target individual worker records.

Option D: Incorrect. Content items come after content types, and model profile linking is irrelevant. The correct answer is B, per "Implementing Global Human Resources" on talent profiles.

NO.7 Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

A. Create a new action > Create a new reason and use it during termination.

B. Create a new action type > Create a new action > Create a new action reason and use it during termination.

C. Create a new action reason and associate it with the available action type. Use it during termination.

D. Create a new action type > Create a new action reason and use it during termination.

E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.

Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:

Use an existing Action Type (e.g., Termination).

Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons." Associate it with the Termination Action Type.

Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the

"Implementing Global Human Resources" guide.

Option A omits associating the reason with an Action Type.

Option B overcomplicates by creating a new Action Type, which isn't necessary.

Option D skips creating an Action, which is required for proper tracking.

Option E reverses the logical order and assumes an unnecessary new Action.

NO.8 You have a business requirement to default the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

A. Enable the Default Business Title field on the Legal Entity HCM Information task, and select Retain User Changes, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

B. Enable the Default Business Title field on the Enterprise HCM Information task, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

C. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, Automatically Update Based on Position Change, or Allow Override if Position Data is Overridden.

D. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Answer: D

Explanation:

Full Detailed in Depth Explanation:

Defaulting the Business Title in Oracle HCM Cloud during assignment updates is controlled by a profile option, not HCM Information tasks.

Option D ("Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change") is correct. The profile option

"ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM" determines how the Business Title is populated in responsive flows (e.g., Change Assignment). Available settings are:

Retain User Changes: Keeps manual edits.

Automatically Update Based on Job Change: Updates from the job title.

Automatically Update Based on Position Change: Updates from the position title. This is detailed in the

"Implementing Global Human Resources" guide under profile options.

Option A and B reference HCM Information tasks, which don't control this feature.

Option C adds "Allow Override if Position Data is Overridden," which is not a valid setting for this profile option.

NO.9 Your customer is using Position Synchronization and wants some flexibility to override, in certain cases, fields that are synchronized. Which two choices below can accommodate this request?

A. Even if override is allowed, the "Synchronize from Position" attribute is displayed only for the professional user.

B. If override is allowed at Enterprise HCM Information or Legal Entity level, the user can select values to be excluded from synchronization.

C. To exclude a specific assignment from being synchronized, the user needs to set the "Synchronize from Position" attribute to No.

D. By leaving that attribute blank at the position.

Answer: B C

Explanation:

Full Detailed In-Depth Explanation:

Position Synchronization in Oracle HCM Cloud allows assignments to inherit values from associated positions, but flexibility to override synchronized fields is supported. Option B is correct because when position synchronization is enabled at the Enterprise (via Manage Enterprise HCM Information) or Legal Entity level (via Manage Legal Entity HCM Information), the "Allow Override at Assignment" option can be selected. This allows users to choose which synchronized attributes (e.g., department, job) can be overridden at the assignment level, excluding them from synchronization as needed.

Option C is also correct because the

"Synchronize from Position" attribute (also called Position Override in HCM Data Loader) on an

individual assignment can be set to "No" to exclude that specific assignment from synchronization entirely, providing granular control.

Option A is incorrect because the "Synchronize from Position" attribute visibility is not restricted to professional users-it's available in the UI or via HCM Data Loader for authorized users. Option D is invalid because leaving the attribute blank at the position level does not affect synchronization behavior- synchronization is controlled at the assignment or configuration level, not by null values at the position. Thus, B and C are the two correct choices.

NO.10 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 can only modify all levels of the geography structure before you load geography hierarchy.
- B.** You must map geography to reporting establishments for reporting purposes.
- C.** You must identify the top-level of geography as Country and define a geography type.
- 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.

NO.11 Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A.** Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- B.** HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- C.** HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- D.** Line Managers can transfer their direct and indirect reports only.
- E.** The Add Person tasks include creating a new person's first work relationship with the enterprise.

Answer: B D E

Explanation:

Full Detailed in Depth Explanation:

The Workforce Life Cycle in Oracle HCM Cloud covers hiring, managing, and terminating workers, with roles like HR specialists and line managers having specific capabilities based on security.

Option B ("HR specialists can create and manage work relationships, employment terms, and

assignments for the workers to whom they have security access"): True. HR specialists' abilities are governed by data security profiles, limiting them to authorized workers, per the "Implementing Global Human Resources" guide.

Option D ("Line Managers can transfer their direct and indirect reports only"): True. Line managers can initiate transfers for their reporting structure (direct and indirect reports), constrained by their security access, as noted in the "Using Global Human Resources" guide.

Option E ("The Add Person tasks include creating a new person's first work relationship with the enterprise"):

True. The "Add Person" task (e.g., Hire an Employee) establishes the initial work relationship, per standard functionality.

Option A ("Line managers can create and manage work relationships, employment terms, and assignments for all workers"): False. Line managers are limited to their reports, not all workers.

Option C ("HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers"): False. Both roles are restricted by security, not granted universal access.

NO.12 Your customer wants you to create a new resource alert for the upcoming probation period end dates. Which statement is true about being able to configure a resource alert in Alerts Composer?

A. You must have the required functional privileges and access levels to create and modify user-defined and predefined alerts but it is NOT necessary to have the required functional privileges to access the REST API resources.

B. You must have the predefined alerts privilege to create user-defined alerts.

C. You must have the user-defined alerts privilege to modify predefined alerts.

D. You must have both functional privileges and access to the REST API resources to create alerts.

E. You can create alerts without having any privileges assigned to your user account.

Answer: C

Explanation:

Full Detailed In-Depth Explanation:

Alerts Composer in Oracle HCM Cloud allows creating and managing resource alerts, such as probation period end dates. The documentation specifies security requirements: to create or modify user-defined alerts, users need the "Human Capital Management Integration Specialist" role or a custom role with the "Manage User Defined Alerts" privilege (not a generic "predefined alerts" or "user-defined alerts" privilege). However, modifying predefined (seeded) alerts specifically requires the "Manage User Defined Alerts" privilege, as predefined alerts are treated as customizable templates. Access to REST API resources is optional and only relevant if integrating alerts externally, not for basic configuration in Alerts Composer.

Option A is incorrect because it misrepresents the privilege name and REST API necessity. Option B's "predefined alerts privilege" doesn't exist-privileges are more specific. Option D adds an unnecessary REST API requirement. Option E is false-privileges are mandatory. Option C correctly identifies the need for a user-defined alerts privilege (aligned with "Manage User Defined Alerts") to modify predefined alerts.

NO.13 When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A. Validation Defined, Hierarchy Defined, Structure Defined
- B. Hierarchy Defined, Structure Defined, Validation Defined
- C. Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- D. Structure Defined, Hierarchy Defined, Validation Defined

Answer: D

Explanation:

Full Detailed in Depth Explanation:

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

NO.14 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 enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- D. The line manager can access John's portrait and click Promote under the Actions menu.

Answer: A B

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.

NO.15 Select the correct order in which scheduled tasks must be configured within Define Availability in FSM.

- A. Shifts, Schedules, Patterns, Calendar Events
- B. Patterns, Calendar Events, Shifts, Schedules
- C. Calendar Events, Shifts, Patterns, Schedules
- D. Schedules, Patterns, Shifts, Calendar Events

Answer: B

Explanation:

Full Detailed in Depth Explanation:

The "Define Availability" task in the Functional Setup Manager (FSM) is part of Workforce Management setup in Oracle HCM Cloud. It involves configuring components that determine worker availability, and these must be set up in a logical order due to their interdependencies. Let's break this down step-by-step:

Patterns: A Pattern defines a repeating sequence of work (e.g., 5 days on, 2 days off). It's the foundational building block because it establishes the basic structure of availability before specific days or exceptions are applied. You configure Patterns first to define the recurring rhythm of work.

Calendar Events: These define specific dates or exceptions (e.g., holidays like Christmas or company-specific closures). Calendar Events come next because they overlay exceptions onto the Pattern, adjusting availability for specific instances. For example, a Pattern might assume work every Monday, but a Calendar Event can mark a Monday holiday as non-working.

Shifts: A Shift specifies the daily time frame of work (e.g., 9 AM-5 PM). Shifts are configured after Patterns and Calendar Events because they apply time details to the days defined by the Pattern, adjusted by Calendar Events. For instance, a Shift defines the hours worked on a day marked as "available" by the Pattern and not overridden by a Calendar Event.

Schedules: Finally, Schedules tie everything together by combining Patterns, Calendar Events, and Shifts into a complete availability plan assigned to workers or groups. Schedules are the last step because they depend on the prior components being defined.

The Oracle documentation outlines this sequence—Patterns, Calendar Events, Shifts, Schedules—as the recommended order to ensure each component builds on the previous one without gaps or errors. Option B matches this sequence precisely, making it the correct answer. Other options (e.g., A starts with Shifts, which lacks a Pattern foundation) violate these dependencies.

NO.16 The HR of the Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of January 1, 2015, on the Person Management page. The search does not yield any results. Identify two reasons for this behavior.

- A. The employee is working as an employee in the Finance Department.
- B. The employee is inactive as of January 1, 2015.
- C. The employee was a contingent worker until December 31, 2014, and will rejoin as an employee on January 2, 2015.
- D. The employee is working as a contingent worker in the Finance Department.
- E. The employee has multiple assignments, and being a Finance Auditor is a part of the secondary assignment.

Answer: B C

Explanation:

Full Detailed In-Depth Explanation:

The Person Management page in Oracle Global Human Resources Cloud allows searching for workers with an effective date filter. No results on January 1, 2015, suggest the employee's record is not active or visible on that date.

Option A: Working in the Finance Department as an employee should make them searchable unless other factors (e.g., inactivity) apply; this alone doesn't explain the issue.

Option B: Correct. If the employee is inactive (e.g., terminated) as of January 1, 2015, their record won't appear in active searches unless explicitly including inactive records.

Option C: Correct. If the employee was a contingent worker until December 31, 2014, and transitions to an employee on January 2, 2015, no active employee record exists on January 1, 2015, explaining the no-results outcome.

Option D: A contingent worker on January 1, 2015, should still appear unless the search excludes contingent workers, which isn't specified.

Option E: Multiple assignments don't hide a worker; the primary or any active assignment (e.g., Finance Auditor) should be searchable.

The correct answers are B and C, per "Using Global Human Resources" on person search behavior.