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Oracle Global Human Resources Cloud 2024 Implementation Professional

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Question: 1

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.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, Chapter on "Geographies Setup".

Question: 2

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A. Workforce Directory
- B. Time and Labor
- C. Workforce Compensation
- D. Workforce Modeling
- E. Core Human Resources

Answer: A,D,E

Explanation:

Full Detailed in Depth Explanation:

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities

that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

Reference: Oracle HCM Cloud: Global Human Resources Implementation Guide, "Business Process Overview".

Question: 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. Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Workforce Deployment Setup".

Question: 4

Geography framework in HCM Cloud is used for the following purpose:

- A. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- B. To determine the address fields that display on a page when entering an address
- C. To define all work locations for your organization

Answer: A

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud

"Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

Reference: Oracle HCM Cloud: Implementing Global Human Resources, "Geography Framework Overview".

Question: 5

In order to configure the product you plan on implementing, what is the first action you need to complete within the Setup and Maintenance Work Area (FSM)?

- A. Create additional Implementer User Profiles
- B. Configure your legal entities
- C. Opt in to the Offering and Product areas you will be implementing

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the Setup and Maintenance Work Area (FSM) is the starting point for implementation. The first required action is to opt into the offerings (e.g., Global Human Resources) and specific product areas you plan to implement. This step activates the relevant tasks and configuration options in FSM, making subsequent setups (like legal entities or user profiles) possible. Without opting in, the system restricts access to implementation tasks. The Oracle documentation emphasizes that "opting in" is the initial step in the implementation process, as outlined in the "Getting Started with Your Implementation" guide, making C the correct answer.

Reference: Oracle HCM Cloud: Getting Started with Your Implementation, "Initial Setup Steps".



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