

# Oracle

## 1Z0-1046-26

### Oracle Global Human Resources Cloud 2026 Implementation Professional



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# Latest Version: 6.0

## Question: 1

To enable dynamic configuration of Journeys based on geography or business unit, HR can use the \_\_\_\_\_ to apply context-aware conditions.

- A. Role Hierarchy
- B. Business Object Explorer
- C. Experience Design Studio
- D. BPM Worklist

**Answer: C**

## Question: 2

Each Position in Oracle HCM Cloud is tied to a Job and a \_\_\_\_\_, and can define specific headcount and incumbents.

- A. Department
- B. Person Number
- C. Legal Employer
- D. Grade Step

**Answer: A**

## Question: 3

Which component must be created before assigning a Journey to a user in Oracle HCM Cloud?

- A. Workforce Compensation Plan
- B. Checklist Template
- C. Profile Option
- D. Learning Module

**Answer: B**

## Question: 4

In the context of schedule configuration, Oracle HCM Cloud uses the \_\_\_\_\_ to define recurring working patterns such as 9-to-5 weekdays or rotating shifts.

- A. Work Week Profile
- B. Shift Category
- C. Schedule Pattern
- D. Event Type

**Answer: C**

### Question: 5

A global organization needs to track job roles for employees across different legal entities and tie compensation plans to specific roles. What workforce structure should the HR team configure to meet this requirement?

- A. Departments
- B. Jobs and Grades
- C. Positions only
- D. Geographic Tree

**Answer: B**

### Question: 6

Your organization wants approval for job changes to go to the direct manager unless the job grade is above a defined threshold, in which case it should route to HR. How can this be achieved in Oracle HCM Cloud?

- A. Use conditional logic in the BPM Worklist approval rule
- B. Set up multiple actions in the Checklist Configuration
- C. Define two separate roles in the Transaction Console
- D. Create a fast formula in Payroll Definitions

**Answer: A**

### Question: 7

How does effective dating support workforce structure management in Oracle HCM Cloud?

- A. It automatically updates job codes for all employees
- B. It allows you to track structural changes historically and plan for future changes

- C. It removes the need for audit trails in workforce data
- D. It syncs data between legal entities and business units

**Answer: B**

### Question: 8

You are setting up a checklist for onboarding. The process includes both system-generated tasks and tasks assigned to HR specialists. How should you configure this in Oracle HCM?

- A. Use Oracle BPM to define approval tasks for HR
- B. Customize seeded roles through Page Composer
- C. Define a checklist template with task owners and sequencing
- D. Create a performance document with checklist integration

**Answer: C**

### Question: 9

An HR admin wants to notify the hiring manager when a worker's assignment is changed. The alert should be sent as an FYI with a link to the updated assignment. What feature should be used?

- A. Approval Rule with Auto-Promotion
- B. Transaction Console Log
- C. Payroll Archive Report
- D. Alerts Composer with embedded link

**Answer: D**

### Question: 10

What are two ways to trigger a Journey automatically for an employee in Oracle HCM Cloud?  
(Choose two)

- A. Manually assign it in the HR dashboard
- B. Attach it to an action type like Hire or Transfer
- C. Link it to an employee's salary basis
- D. Associate it with a checklist triggered by a specific employment action

**Answer: B,D**



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