

# 1Z0-1046-20<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2020 Implementation  
Essentials

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**QUESTION 1**

Which task in the Setup and Maintenance work area generates position codes automatically?

- A. Manage Position Codes
- B. Manage Legal Entity HCM Information
- C. Manage Positions
- D. Manage Position Synchronization
- E. Manage Enterprise HCM Information

Correct Answer: B

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**QUESTION 2**

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Calendar Events
- B. Absences
- C. Standard Working Hours
- D. Time Sheet
- E. Contract Data

Correct Answer: ABC

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**QUESTION 3**

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes into error because it was no auto-claimed.
- B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: CD

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#### QUESTION 4

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 cannot identify the matching record and there will be two person records available for further processing.
- B. 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.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: B

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#### QUESTION 5

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain all these fields.

- A. Reporting Establishment
- B. Department
- C. Business Unit
- D. Legal Entity
- E. Enterprise
- F. Division

Correct Answer: B

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