

1Z0-1046^{Q&As}

Oracle Global Human Resources Cloud 2019 Implementation
Essentials

Pass Oracle 1Z0-1046 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass2lead.com/1z0-1046.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



QUESTION 1

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. instance qualifier
- B. content library
- C. rating model
- D. educational establishment
- E. content subscriber

Correct Answer: A

QUESTION 2

Your customer wants to know how many employees are leaving the organization on their own.

What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type > Create a new action reason and use it during termination.
- B. Create a new action reason and associate it with the available action type. Use it during termination.
- C. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- D. Create a new action > Create a new 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.

Correct Answer: B

QUESTION 3

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, job, division, geographies
- B. organization, job, department, geographies
- C. organization, position, division, geographies
- D. organization, position, division, establishment
- E. organization, position, department, geographies

Correct Answer: E

QUESTION 4

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: C

QUESTION 5

As an implementation consultant, you have defined multiple grades for each job and position. While defining assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to Yes at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to No at site level.

Correct Answer: E

QUESTION 6

A manager returned from the US Subsidiary after a period of 3 months to his source location of the UK Subsidiary.

Which option should a Human Resource Representative exercise to reinstate the manager's records in the source

legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- B. Create another assignment with the return date as the effective date.
- C. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstate automatically on the return date.
- D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Correct Answer: C

QUESTION 7

Which three options are true about the Global Person model? (Choose three.)

- A. Person records cease to exist when a person is terminated from an organization.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: BCD

QUESTION 8

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 9

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Temporary Assignment
- B. Temporary Assignment
- C. Global Transfer
- D. Transfer

Correct Answer: B

QUESTION 10

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment
- C. 2-tier multiple assignment, 2-tier single assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Correct Answer: C

QUESTION 11

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

- A. Define Talent Profile Content > Manage Content Subscribers
- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profile Content > Manage Educational Establishments
- D. Define Talent Profiles > Manage Profile Types

Correct Answer: C

QUESTION 12

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for all approval in his absence. How can he accomplish this task?

- A. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- B. A Vacation rule can be set under the Preferences section of worklist notification\ \s Human Capital Management server.
- C. He has to configure new approval routing policies.
- D. A system administrator always has to reassign the approval notification to the supervisor in the line manager\ \s absence.

Correct Answer: B

QUESTION 13

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. When creating Positions, the grades that are specified for the job become that default grades for the Position.
- C. Department and location can be defined for a Position.
- D. Jobs and Positions are shared by Sets.

Correct Answer: ABC

QUESTION 14

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker\ \s information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

- A. The employee already has multiple assignments within that legal employer.
- B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.
- C. The employee has no active work relationships.

D. The employee has a suspended assignment.

Correct Answer: D

QUESTION 15

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User

B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve

C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve

D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

[Latest 1Z0-1046 Dumps](#)

[1Z0-1046 Study Guide](#)

[1Z0-1046 Braindumps](#)