

1z0-1046 Dumps

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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NEW QUESTION 1

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

Answer: C

NEW QUESTION 2

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

- A. Create two new actions: hire part-time employee and hire full-time employee.
- B. Create two new action types: hire part-time employee and hire full-time employee.
- C. Create two new action types and associate them with the existing action, Hire.
- D. Create two new action and associate them with the existing action type, Hire an Employee.
- E. Create two new actions and new action reasons and associate them with each other.

Answer: D

NEW QUESTION 3

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior. (Choose two.)

- A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee is inactive as of 01-Jan-2015.
- D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.
- E. The employee is working as an employee in Finance Department.

Answer: CD

NEW QUESTION 4

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Answer: B

NEW QUESTION 5

Select three correct Workforce Structure definitions. (Choose three.)

- A. Department
- B. Location
- C. Division
- D. Geography
- E. Facility
- F. Country

Answer: ABC

NEW QUESTION 6

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. A grade cannot be deleted and can only be end-dated.

Answer: ABC

NEW QUESTION 7

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

- A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.
- B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.
- C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.
- D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Answer: D

NEW QUESTION 8

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

- A. Create an additional lookup with the value Hire Part-Time Employee.
- B. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- C. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.
- D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

Answer: B

NEW QUESTION 9

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- B. All approvers must be present in the system; else, the promotion transaction fails.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- D. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- E. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.

Answer: C

NEW QUESTION 10

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
- C. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- E. Legal authorities are defined in Enterprise Structure Configurator.

Answer: ACE

NEW QUESTION 10

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.

There are assignment records of one or more employees associated with this grade

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

Answer: A

NEW QUESTION 14

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

Answer: AD

NEW QUESTION 19

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper

analysis and comparison.

What should you do to meet this requirement of the client?

- A. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Answer: C

NEW QUESTION 22

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

- A. Additional Action types can be created.
- B. An Action type cannot be associated with user-defined actions.
- C. Action types are seeded.
- D. Every Action type can have multiple actions within it.
- E. If Termination is an action, Normal Termination is an action type.

Answer: CD

NEW QUESTION 27

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

- A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.
- B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.
- C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.
- D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Answer: A

NEW QUESTION 29

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Answer: C

NEW QUESTION 34

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

- A. The HR Representative does not have the appropriate role at add the role.
- B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.
- C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.
- D. Appropriate role mapping rules are not defined for the Data role with Autoprovision check box checked.

Answer: C

NEW QUESTION 37

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

Answer: E

NEW QUESTION 41

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

- A. Action Reasons are seeded and can be defined by a user.

- B. Action Reasons are seeded and cannot be defined by a user.
- C. Actions are seeded and cannot be defined by a user.
- D. Action Types are seeded and cannot be defined by a user.

Answer: AD

NEW QUESTION 44

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

- A. Person records are global, independent of legal employers, and created only once for any person.
- B. If the person leaves the enterprise, the person's work relationships are terminated.
- C. 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.
- D. Person records cease to exist when a person is terminated from an organization.
- E. 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.
- F. Person records are auto-archived two years after a person is terminated from an organization.

Answer: ABD

NEW QUESTION 45

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level. Which two options are correct? (Choose two.)

- A. There are no conditions.
- B. The worker generation method can be changed to automatic at any time.
- C. The employment model selected should be one-tier.
- D. No Employee or Contingent Worker work relationships should exist for that legal employer.
- E. The employment model selected should be three-tier.
- F. Manual worker-number generation for a legal employer can be selected at any time.

Answer: CE

NEW QUESTION 49

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They do not contain relationships but contain properties as part of the profile type.
- C. They contain relationships and properties as part of the profile type.
- D. They do not contain relationships or properties until you add them to a profile type.

Answer: D

NEW QUESTION 52

For which three customer situations should you implement positions? (Choose three.)

- A. For customers with very fluid organization structures.
- B. If a successor is hired typically into a similar role.
- C. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare.
- D. For industries with high turnover, such as Retail.

Answer: ACD

NEW QUESTION 56

Which three are correct locations from where Line Managers can access the Add Assignment guided process?

- A. Person Management work area in My Workforce
- B. Smart Navigation
- C. Actions Menu in About Me work area
- D. Actions Menu in My Team work area
- E. Quick Actions

Answer: ADE

Explanation:

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-2018-global-hr-wn.htm>

NEW QUESTION 57

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application. Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker
- B. Person of Interest
- C. Contingent Worker
- D. Employee

- E. Non-Worker
- F. Pending Worker

Answer: CDEF

NEW QUESTION 60

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

- A. The saved transaction was rejected by the approval authority.
- B. An identical transaction that was initiated for the person by another user was applied to the database.
- C. The saved transaction was future date
- D. The application displays only those transactions where the transaction date is less than or equal to system date.
- E. The saved transaction was withdrawn by HR.

Answer: B

NEW QUESTION 61

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud. Identify the three options that are correct for the Pending worker.

- A. A person number is associated with a Pending Worker.
- B. An employee number is associated with a Pending Worker.
- C. A person who already has a person record cannot be a Pending Worker.
- D. This is a person for whom you create a person record that is effective before the hire date.

Answer: ACD

NEW QUESTION 62

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. Identify two correct statements about actions. (Choose two.)

- A. User-defined actions can be created and linked to predefined action types.
- B. An action must always have an action reason associated.
- C. Only one action can be associate with an action type.
- D. Actions can be launched from the Organization Chart page and are controlled by data security.
- E. Actions are not a mandatory work structure.

Answer: AD

NEW QUESTION 64

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

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

Answer: B

Explanation:

Reference

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hr-wn.htm>

NEW QUESTION 66

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis. If you notice that there are outstanding notifications, what action can you take to move the approval along?

- A. Deny the workflow on behalf of the assigned Approver.
- B. Approve the workflow on behalf of the assigned Approver.
- C. Push back the workflow to another Approver.
- D. Reassign the workflow to another Approver.

Answer: D

NEW QUESTION 68

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Delete Actions.
- B. Hide Actions.
- C. Enter Action End Date.
- D. Educate users not to use such Actions.

Answer: B

NEW QUESTION 70

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Answer: AB

NEW QUESTION 72

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined.
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.
- D. Action Reasons can be deleted if no longer being used.

Answer: ABC

NEW QUESTION 77

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Answer: BCD

NEW QUESTION 82

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Answer: BD

NEW QUESTION 87

There has been a re-organization requiring all the employees of Department A to be moved to Department B. Which option will enable this activity to be addressed in a single request?

- A. Run the Refresh Manager Hierarchy process.
- B. Run the Synchronize Person Records process.
- C. Run the Mass Update process.
- D. Run the Send Pending LDAP Requests process.

Answer: C

NEW QUESTION 88

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.

Answer: CD

NEW QUESTION 93

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are “PhD”.
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. PhD is a sensitive keyword and is used elsewhere in the person’s information.
- D. Areas of expertise is public information.
- E. HR does not have access to the “Experience and Qualification” card.

Answer: D

NEW QUESTION 95

Given the customer requirement:

- If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

- A. Enforce Valid Grades (Y/N) is set to Y in the profile options
- B. Default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. Default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. Enforce Valid Grades (Y/N) is set to N in the profile options

Answer: B

NEW QUESTION 96

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