Oracle

Exam Questions 1z0-1046-20

Oracle Global Human Resources Cloud 2020 Implementation Essentials

NEW QUESTION 1
A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary. Which is theoption a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

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

Answer: D

NEW QUESTION 2
An HRrepresentative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".
Identify the option that relates to this intended behavior.

A. Person Number at the Enterprise Level is set to Manual.
B. Person Number at the Enterprise Level is set to Automatic before submission.
C. Person Number at the Enterprise Level is set to Automatic after final save.
D. Worker Number at the Enterprise Level is set to Manual.

Answer: C

NEW QUESTION 3
An organization wants to include a security profile in an HCM data role and then provision the data role to a user.
Identify the option which lists the HCMobject types for which the security profiles can be created.

A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
D. Person, Organization, Position,Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

Answer: D

NEW QUESTION 4
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 Profileis 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 5
Your customer is hiring an employee andassigning a line manager to the newly hired employee. What statement is correct?

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

Answer: D

NEW QUESTION 6
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 what you can determinewho provided what rating?

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

Answer: D

NEW QUESTION 7
During implementation, a two-tier employment model - multiple assignment has beenset up. Now the client wants to store contract information.
Which statement is true about changing the employment model setting after implementation?

A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Answer: C

NEW QUESTION 8
An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was workingas a recruiter on 31st Jan 2015. The search returns no rows.
What is causing this?

A. The Person Management page search does not support Job attribute keywords.
B. The Update Person Search Keyword process has associated the effective dates with thejob attributes in the keyword record resulting in search discrepancies.
C. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
D. The Person Management page search does not support date-effective keywords.
E. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
F. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Answer: E

NEW QUESTION 9
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 10
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 statementto 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 theexisting 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 10
Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As adeveloper, 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 12
The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.
What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement?

A. Change the Task Aggregation configuration to Once Per Task.
B. Change thevalue of Complete task Immediately When Participant Chooses to Approve.
C. Select Allow Participants To Edit Future Participants.
D. Deselect Allow Participants To Edit Future Participants.
E. Select Allow All Participants To Route Task To Other Participants.

Answer: ABC

NEW QUESTION 13

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approvedit (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

A. The second level approver might have approved the request.
B. The second level approver might have rejected the request.
C. The second level approver might have reassigned the request.
D. The second level approver might have executed a pushback on the request.
E. The second level approver might have opted for an adhoc route.

Answer: CDE

NEW QUESTION 17
TheHuman Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

A. First add the rates for each step, then add the grade to a grade ladder.
B. Add the rates separately using the Manage Grade Rates task.
C. First add the grade to a grade ladder, then add the rates for each step.
D. Use the Default Grade rates that are available upon creating grades.
E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Answer: BE

NEW QUESTION 19
As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity may act as a virtualorganization.
B. A legal entity must comply with regulations and local jurisdictions.
C. A legal entity can be identified as a legal employer in Human Capital Management.
D. A legal entity can own assets, record sales, pay taxes, and perform transactions.
E. Legal entities are not responsible for payment of social insurance.

Answer: BCD

NEW QUESTION 22
Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

A. Create a free-form content type and a new content item.
B. Create a new content type andcontent item.
C. Use a seeded content type and a new content item.
D. Create a new content type but a seeded content item.
E. Create a free-form content type without a content item.

Answer: E

NEW QUESTION 23
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 27
Which feature helps you capture legislative information for grades on the create and edit grade pages?

A. Descriptive Flexfield
B. Extensible Flexfields
C. Key Flexfields
D. Lookups

Answer: B

NEW QUESTION 31
Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
B. Promote, Transfer,Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
D. Promote, Suspend, Terminate, Location change, Manager change, and AddAdditional Assignment.

Answer: B

NEW QUESTION 33
While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of valuescontained in the Job field.
Which setup meets this requirement?

A. Descriptive flex fields must be defined to hold Progression Job Information.
B. Benchmark all the jobs in the system.
C. Progression Job Information must be defined during job creation.
D. Job Evaluation criteria must be set up during job creation.
E. Create an appropriate job set.

Answer: C

NEW QUESTION 34
A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.
Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause".
The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

A. The UpdatePerson Keyword Search process must be run before hiring a person.
B. A security profile needs to be defined for the human resource specialist to hire a person.
C. The BPM task NewPersonEmploymentApproval is not set up properly.
D. The HumanResource Specialist does not have the required privilege for the New Person Employment process.

Answer: C

NEW QUESTION 36
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 withuser-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 37
Which two options are trueabout Oracle Workforce Predictions? (Choose two.)

A. It predicts team/individual involuntary termination and performance.
B. It predicts team voluntary termination and performance.
C. It predicts individual voluntary termination and performance.
D. Contingent Worker and Nonworker work relationships are included.

Answer: BC

NEW QUESTION 38
You are required to setgeography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

A. Create a new geography validation.
B. Set thegeography validation level to Error instead of No Validation.
C. Effective End Date for geography validation is end of time.
D. Educate users to use the country-specific address format only.

Answer: B

NEW QUESTION 42
When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

A. Ensure the owner field is set to employee.
B. Ensure the eligibility profile linkedto the task contains criteria the include only active employees.
C. Ensure the owner and performer are both set to employee.
D. Ensure the performer field is set to employee.

Answer: C

NEW QUESTION 44
An organization uses the Previous Employment content type to capturerelevant employment details of employees. What do you do to make this content type available in other applications?

A. Do nothin
B. After the content type is created, it is available for use in all applications.
C. Make sure it is a non-free-form content type.
D. Specify a Subscriber Code for the content type.
E. Make sure it is a free-form content type.

Answer: C

NEW QUESTION 48
A static approval group named "Trio" comprises three members – Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should berouted to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

A. System decides the approval route by randomly selecting approvers who are a part of the approval group.
B. First Approver – Dia, Second Approver – Susan, Third Approval – Jacob
C. All three get the notification at the same time.
D. First Approver – Jacob, Second Approver – Susan, Third Approver – Dia
E. Theapproval is routed alphabetically.

Answer: D

NEW QUESTION 52
As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.
What is the possible cause for the information NOT displaying?

A. The grade rate and the salary basis are tied to different frequencies.
B. The grade rate was not linked to the salary basis.
C. The grade and the salary basis are tied to different legislative data groups.
D. The graderate and the salary basis are tied to different legislative data groups.

Answer: D

NEW QUESTION 54
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 canaccess 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 mustenable 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 55
A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.
What is the cause for this?

A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
B. Action Reasons were not defined in the checklist.
C. The Action associated with the checklist does not match the Action selected during the termination process.
D. Action Type was not defined for the checklist.

Answer: A

NEW QUESTION 57
As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

A. It is mandatory to define geography validations before geography hierarchy can be defined.
B. You must map geography to reporting establishments for reporting purposes.
C. Geography type can eitherbe defined by a user or can be geopolitical.
D. You must identify the top-level of geography as Country and define a geography type.
E. You must set geography validation for the specific address style for a country.

Answer: CDE

NEW QUESTION 60
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 optionbefore 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 loadingthe 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 61
Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

A. Enterprise HCM Information, Division, and Department
B. Legal Employer, Division, and Business Unit
C. Enterprise HCM Information and Legal Employer
D. Legal Employer, Division, and Country

Answer: A

NEW QUESTION 62
What are three advantages of using Position Synchronization?

A. If you use Position Synchronization, Manager Self Service cannot be used.
B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
C. For synchronized attributes, any position update will automatically be pushed to the incumbents'assignments.
D. The customer can configure which assignment attributes to synchronize from the position.

Answer: BCD

NEW QUESTION 66
As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.
What process flow do you need to follow to ensure the migration is successful?

A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging table
B. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
C. Place zip file(s) containing data on the SFTP serve
D. HCM Data Loader decompresses the zip files and imports individual data lines into staging table
E. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
F. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
G. Place dat file(s) containing data on the WebCenterContent server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines intostaging tables, and objects are then loaded to the Oracle Fusion Application table
H. Error handling isdone through the HCM Data Loader Interface or via the Data Set Summary.

Answer: A

NEW QUESTION 69
You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.
What steps should youfollow to create this new content type, and ensure it displays on the Skills and Qualifications page?

A. Create a new content item, create a new content type, link the content item to the person profile.
B. Create a new content type, create contentitems for that type, link the content type to the model profile.
C. Create a new content type, create content items for that type, link the content type to the person profile.
D. Create a new content item, create a new content type, link the content item to the model profile.

Answer: B

NEW QUESTION 71
Which three options are true regarding Grade Ladders? (Choose three.)

A. Five types of Grade Ladders are available.
B. A GradeLadder 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 76
Which option represents the basis on which approval routingpolicies 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 81

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 84

An organization has multiple legal entitiesthat 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 reportingunit 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 87

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 anEffective Date, but you are unable to select the Add Assignment action from the Action field dropdown.
What is preventing you from selecting the action?

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

Answer: B

NEW QUESTION 92

When an HRspecialist 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 94

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 95

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