

1z0-1046 Dumps

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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NEW QUESTION 1

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet his requirement.

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

Answer: C

NEW QUESTION 2

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

Answer: C

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 IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- B. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Answer: D

NEW QUESTION 5

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

Answer: ABC

NEW QUESTION 6

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. There is always a one-to-one relationship between Action Type and Action.
- B. It is mandatory to associate Actions with Action Reasons.
- C. The history of effective date changes can be tracked well by using the Actions framework.
- D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Answer: CD

NEW QUESTION 7

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago. Identify the correct statement about the person number for the employee.

- A. The employee has a person record with the enterprise so she will continue with the same person number.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee's new person number will be her previous number suffixed by -1.

Answer: A

NEW QUESTION 8

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 determine who provided what rating?

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

Answer: D

NEW QUESTION 9

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 10

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Validity
- C. Checklist Completion
- D. Task Library

Answer: C

NEW QUESTION 10

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 13

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 working as 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 the job 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 16

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

- A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- B. A new work relationship in the destination legal employer is not created automatically.

- C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- D. A new worker relationship in the destination legal employer is created automatically.
- E. The Human Resource Representative cannot override the default changes.

Answer: ABC

Explanation:

Reference https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739

NEW QUESTION 21

Identify the three delivered free-form content types of Profile Management.

- A. Career Preferences
- B. Potential
- C. Accomplishments
- D. Honors and Awards
- E. Languages

Answer: CDE

NEW QUESTION 26

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

Answer: B

NEW QUESTION 30

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 33

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 be routed 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. The approval is routed alphabetically.

Answer: D

NEW QUESTION 34

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 39

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 the value 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 44

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 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 tables, and objects are then loaded to the Oracle Fusion Application table
- H. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Answer: A

NEW QUESTION 49

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

- A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.
- B. Define a tax reporting unit for the group of employees with disabilities.
- C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.
- D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Answer: A

NEW QUESTION 50

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 55

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

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

Answer: D

NEW QUESTION 60

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 64

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.

D. The person has both Non-Worker and Employee work relationship with the legal employer.

Answer: D

NEW QUESTION 66

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 68

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 69

Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Answer: ADE

NEW QUESTION 71

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 72

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 and content 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 77

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