

# Oracle

## Exam Questions 1z0-1046

Oracle Global Human Resources Cloud 2019 Implementation Essentials



#### 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

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

**Answer: ABD**

#### NEW QUESTION 3

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

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

**Answer: ABC**

#### NEW QUESTION 4

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 5

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 6

An enterprise operates in a country where contract information is required for employees. What type of employment model can the enterprise use?

- A. multiple assignments with contracts
- B. single assignment with contracts
- C. multiple assignments
- D. single assignment
- E. contract assignment

**Answer: B**

#### NEW QUESTION 7

You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. January 1, 2015
- B. June 12, 2015
- C. July 11, 2015
- D. August 15, 2015

**Answer:** B

#### NEW QUESTION 8

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 9

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically. What should you do to archive the required functionality?

- A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery.
- B. 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.
- C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

**Answer:** C

#### NEW QUESTION 10

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

**Answer:** ABD

#### Explanation:

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

#### NEW QUESTION 10

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](https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739)

#### NEW QUESTION 11

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 13

A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies 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.

**Answer:** B

#### NEW QUESTION 18

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 19

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 23

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 25

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 28

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 30

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 33

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

- A. You cannot modify the constituents of the existing profile options without saving them after creation.
- B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.
- C. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.
- D. You can modify the constituents of the existing profile options, but you must enable them for modification.

**Answer:** C

#### NEW QUESTION 38

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 41

Identify the set enabled objects that are used for partitioning reference data.

- A. department, location, jobs, grades
- B. jobs, grades, salary plan, rates
- C. legal entity, department, division, location
- D. enterprise, legal entity, business unit, position

**Answer:** A

#### NEW QUESTION 46

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