

Exam Questions 1z0-1046

Oracle Global Human Resources Cloud 2019 Implementation Essentials

<https://www.2passeasy.com/dumps/1z0-1046/>



NEW QUESTION 1

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 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

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)
- B. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)
- C. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs
- D. five LDGs, five divisions, five legal employers, and five PSUs

Answer: A

NEW QUESTION 4

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 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

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 7

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 8

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 9

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of? (Choose three.)

- A. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- B. Legislative Data Groups do not span enterprises.
- C. Legislative Data Groups can span enterprises.
- D. It is required to associate country and currency details while defining Legislative Data Group.
- E. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

Answer: ABD

NEW QUESTION 10

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 10

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 13

The Human 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 17

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee's line manager?

- A. The line manager search is based on the public person security access.
- B. 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.

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

Answer: C

NEW QUESTION 20

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 25

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 Update Person 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 Human Resource Specialist does not have the required privilege for the New Person Employment process.

Answer: C

NEW QUESTION 27

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades of the two business units are not per the requirement.

What went wrong in the setup?

- A. All grades are associates with the COMMON set only.
- B. An incorrect grade ladder is attaches to the two business units.
- C. The grade rates of the two business units have been interchanged.
- D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Answer: D

NEW QUESTION 29

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 32

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

Answer: ACD

NEW QUESTION 35

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. educational establishment
- B. rating model
- C. content subscriber

- D. instance qualifier
- E. content library

Answer: D

NEW QUESTION 39

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 to 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 42

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 45

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 50

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 54

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 58

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 AdditionalAssignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Answer: B

NEW QUESTION 61

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 66

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 68

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 72

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 75

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 values contained 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 76

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure.

Identify the organization type against which you can maintain all these fields.

- A. Reporting Establishment
- B. Department
- C. Business Unit

- D. Legal Entity
- E. Enterprise
- F. Division

Answer: B

NEW QUESTION 80

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 84

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 87

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 92

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve. Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose two.)

- A. Enter APPROVE in the Auto Action field.
- B. Set up dynamic approval rule.
- C. Enter AUTO APPROVE in the Auto Action field.
- D. Set Auto Action Enabled to True.
- E. Select Number of Levels as 0.

Answer: AD

NEW QUESTION 96

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 either be 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 98

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 101

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 104

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 virtual organization.
- 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 107

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (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 109

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 111

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 115

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 118

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 119

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 121

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

- A. Do nothing
- 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 122

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