Oracle

Exam Questions 1z0-1046

Oracle Global Human Resources Cloud 2019 Implementation Essentials

NEW QUESTION 1
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 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
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
Which three options define Locations?

A. Location information is entered only onc
B. Subsequently, when setting up workforce structures the location is selected from a list.
C. Locations that are created can be represented on a map for easier identification and access.
D. A location identifies the physical addresses of a workforce structure, such as a department.
E. Locations that are created can be represented as a tree and can be used in the security profile.

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
As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.
What is the cause for this?

A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
C. PER_ENFORCE_VALID_GRADES is set to No at site level.
D. GRADE_PAY_RATE_TYPE is set to No at site level.
E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Answer: C

NEW QUESTION 8
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 9
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 10
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 10
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 14
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 15
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 20
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 21
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 24
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 28
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 29
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 32
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 condition
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 37
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 39
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 42
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 43
Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.
Which method should be used?

A. Automatic Upon Final Save
B. Automatic Upon Final Submission
C. Automatic Prior to Final Save
D. Automatic Prior to Submission

Answer: A

NEW QUESTION 47
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 48
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 52
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 53
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 56
As a Line Manager within the organization you are able to do a search on restricted worker information within the Directory.
What values are you able to search on that workers and HR Administrators are not able to?

A. Worker Competencies, work location, department, and languages.
B. Work location, department, job title, and school education.
C. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.
D. Worker Competencie
E. Areas of Expertis
F. Areas of Interest, and school education.

Answer: A

NEW QUESTION 60
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 63
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 66
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 71
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 73

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 78
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 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 80
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