

Exam Questions 1z0-1046

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

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 3

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- C. Line Managers can transfer their direct and indirect reports only.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Answer: ABC

NEW QUESTION 4

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Answer: B

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 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 7

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 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

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 10

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 with user-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 10

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 12

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 13

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 17

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 19

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 20

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 22

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 24

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 27

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 31

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 an Effective 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 33

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 38

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 40

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 41

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 42

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 46

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 51

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 53

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 56

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 61

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 64

Which two options are true about 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 68

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