

## 1z0-1046-20 Dumps

# Oracle Global Human Resources Cloud 2020 Implementation Essentials

<https://www.certleader.com/1z0-1046-20-dumps.html>



**NEW QUESTION 1**

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary. Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfield to capture the return date
- D. Update this segment with the actual return date to reinstate the record.
- E. Initiate the End Global Temporary Assignment action and specify a return date
- F. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

**Answer:** D

**NEW QUESTION 2**

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

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

**Answer:** ABC

**NEW QUESTION 3**

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 4**

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 5**

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

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

**Answer:** D

**NEW QUESTION 6**

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. SmartNavigation
- 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 7**

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 8**

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 9**

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**

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 10**

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 ad hoc route.

**Answer:** CDE

**NEW QUESTION 12**

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 13**

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 17**

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 associated 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 21**

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 23**

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 28**

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 31**

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 33**

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 36

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

**Answer:** B

#### NEW QUESTION 37

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 UpdatePerson 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 HumanResource Specialist does not have the required privilege for the New Person Employment process.

**Answer:** C

#### NEW QUESTION 38

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 41

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 45

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- A. Ensure the owner field is set to employee.
- B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- C. Ensure the owner and performer are both set to employee.
- D. Ensure the performer field is set to employee.

**Answer:** C

#### NEW QUESTION 50

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.



D. The graderate and the salary basis are tied to different legislative data groups.

**Answer:** D

#### NEW QUESTION 52

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 56

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 58

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 61

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 63

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 server
- 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 65

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 66

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

**Answer:** A

#### NEW QUESTION 67

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new action types and associate them with the existing action, Hire.

**Answer:** A

#### NEW QUESTION 71

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 72

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 associated with the COMMON set only.
- B. An incorrect grade ladder is attached 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 76

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