Oracle

Exam Questions 1z0-1046

Oracle Global Human Resources Cloud 2019 Implementation Essentials

NEW QUESTION 1
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 2
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 3
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 4
An organization wants to include a security profile in an HCM data role and then provision the data role to a user.
Identify the option which lists the HCM object types for which the security profiles can be created.

A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
B. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
C. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
D. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process

Answer: D

NEW QUESTION 5
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 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
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 8
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 9
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 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 tothe seeded HR Specialist application role.

Answer: AD

NEW QUESTION 10
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 13
The Human Resource Representative of the organization if 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 15
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 at 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 16

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.
Which Checklist enhancement supports this requirement?

A. Checklist Category
B. Checklist Validity
C. Checklist Completion
D. Task Library

Answer: C

NEW QUESTION 18
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 20
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 21
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 22
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 25
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 27
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 32
A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.
As an implementation consultant, how would you configure the system to capture this information?

A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.
B. Define a tax reporting unit for the group of employees with disabilities.
C. Define Reporting Establishment for the group of employees with disabilities and capture the requiredinformation.
D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Answer: A

NEW QUESTION 33
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 35
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 39
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 40
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 45
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 47
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 50
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 53
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