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
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 3
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 4
Select three correct Workforce Structure definitions. (Choose three.)

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

Answer: ABC

NEW QUESTION 5
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 6
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 7
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 8
An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.
As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
C. Income tax jurisdiction needs to be created to report income tax to the legal authority.
D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
E. Legal authorities are defined in Enterprise Structure Configurator.

Answer: ACE

NEW QUESTION 9
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 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 12
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 14
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 16
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 20
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 what 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 21
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 24
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 29
You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity.
Identify the correct statement about this.

A. You can access the task for profile options from the Setup and Maintenance menu.
B. You cannot add new lookup codes and meanings to the existing lookup types.
C. You can create new lookup types but cannot modify the existing ones.
D. The system administrator must enable the lookup before it is modified in the work area.
E. Oracle applications contain certain predefined system lookups that are locked for editing.

Answer: E

NEW QUESTION 31
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 Flexfiled to capture the return dat
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 dat
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 36
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 41
You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

A. Create a new geography validation.
B. Set the geography validation level to Error instead of No Validation.
C. Effective End Date for geography validation is end of time.
D. Educate users to use the country-specific address format only.

Answer: B

NEW QUESTION 45
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 49
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 52
Identify the three delivered free-form content types of Profile Management.

A. Career Preferences
B. Potential
C. Accomplishments
D. Honors and Awards
E. Languages

Answer: CDE

NEW QUESTION 57
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 61
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 perso
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 63
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 66
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 67
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 70
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 75
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 77

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 79

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 83

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

A. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.

B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.

C. He has to configure new approval routing policies.

D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Answer: D

NEW QUESTION 88

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 92

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 95

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 96
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 101
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 103
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 104
For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.
Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

A. The transaction goes into error because it was no auto-claimed.
B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Answer: CD

NEW QUESTION 108
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 113
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 117
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 119
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