



1Z0-1046-20^{Q&As}

Oracle Global Human Resources Cloud 2020 Implementation
Essentials

Pass Oracle 1Z0-1046-20 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

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

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

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.

Correct Answer: E

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

Correct Answer: C

QUESTION 3

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

Correct Answer: B

QUESTION 4

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.

Correct Answer: BCD

QUESTION 5

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.

Correct Answer: CD

[Latest 1Z0-1046-20 Dumps](#)

[1Z0-1046-20 PDF Dumps](#)

[1Z0-1046-20 Study Guide](#)