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

Oracle Global Human Resources Cloud 2020 Implementation
Essentials

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QUESTION 1

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 2

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 associate 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.

Correct Answer: AD

QUESTION 3

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.

Correct Answer: ABC

QUESTION 4

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

Correct Answer: A

QUESTION 5

You are a Global Resources Implementation consultant and your client wants to track external training

within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and

Qualifications page?

A. Create a new content item, create a new content type, link the content item to the person profile.

B. Create a new content type, create content items for that type, link the content type to the model profile.

C. Create a new content type, create content items for that type, link the content type to the person profile.

D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B