



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

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise.

While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing.
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: B

QUESTION 2

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.

Correct Answer: AB

QUESTION 3

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

- A. 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?
- B. 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)



C. 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)

D. 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

E. five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

QUESTION 4

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

B. work day information, user account generation, employment model, position synchronization configuration, worker number generation

C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

QUESTION 5

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.

Correct Answer: D

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

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

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