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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

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.

Correct Answer: D

QUESTION 2

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.

Correct Answer: C

QUESTION 3

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Correct Answer: C



When searching for an employee's schedule in HCM Cloud, the application will search in the following order: Published schedules, Primary work schedule, Employment work week, Standard working hours. This order is based on the level of specificity, with the most specific option (Published schedules) being searched first. If the employee does not have a Published schedule, then the Primary work schedule will be searched, followed by the Employment work week, and finally the Standard working hours.

QUESTION 4

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

- A. Reorder the pages/tabs of Person Spotlight.
- B. Change the content that displays within a page/tab.
- C. Add additional pages/tabs.
- D. Change name of a page/tab.

Correct Answer: AC

Explanation: As an implementation consultant, you can configure Person Spotlight within HCM Experience Design Studio by reordering the pages/tabs of Person Spotlight and adding additional pages/tabs. You can also change the content that displays within a page/tab, as well as the name of a page/tab. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure-person-spotlight.htm#FAGHC-GUID-82E1E6B9-717F-4EFD-A3F02E362F0A3CCD>

QUESTION 5

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.

Correct Answer: CDE