



1Z0-1046-22^{Q&As}

Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

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

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

Correct Answer: ABC

QUESTION 2

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 Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

This is the best way to reinstate the manager's records in the source legal employer, as it ensures that the return date is recorded and the records are reinstated exactly when the manager returns. References: [1] Oracle HCM Cloud 2022 Implementation Guide - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html>

QUESTION 3

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.



- B. All approvers must be present in the system; else, the promotion transaction fails.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- D. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- E. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.

Correct Answer: C

QUESTION 4

Identify the three delivered free-form content types of Profile Management.

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

Correct Answer: ABC

QUESTION 5

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Transfer
- B. Transfer
- C. Temporary Assignment
- D. Global Temporary Assignment

Correct Answer: C

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