



# 1Z0-1046-22<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2022 Implementation  
Professional

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### QUESTION 1

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Validity
- C. Checklist Completion
- D. Task Library

Correct Answer: C

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### QUESTION 2

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

- A. Deny the workflow on behalf of the assigned Approver.
- B. Approve the workflow on behalf of the assigned Approver.
- C. Push back the workflow to another Approver.
- D. Reassign the workflow to another Approver.

Correct Answer: D

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### QUESTION 3

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Correct Answer: BCD

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#### QUESTION 4

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

- A. Action Reasons are seeded and can be defined by a user.
- B. Action Reasons are seeded and cannot be defined by a user.
- C. Actions are seeded and cannot be defined by a user.
- D. Action Types are seeded and cannot be defined by a user.

Correct Answer: AD

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#### QUESTION 5

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: E

To achieve the required functionality, an eligibility profile needs to be created and associated with the checklist template. This will ensure that the checklist is automatically allocated to persons who satisfy the criteria built into the eligibility profile. Reference: [1] Oracle Cloud HCM: Configuring Onboarding Checklists and Tasks, [2] Oracle Cloud HCM: Configuring Eligibility Profiles.