



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

Oracle Global Human Resources Cloud 2022 Implementation  
Professional

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### QUESTION 1

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

- A. The saved transaction was rejected by the approval authority.
- B. An identical transaction that was initiated for the person by another user was applied to the database.
- C. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.
- D. The saved transaction was withdrawn by HR.

Correct Answer: B

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### QUESTION 2

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Correct Answer: ABD

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

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### QUESTION 3

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Benchmark all the jobs in the system.
- C. Progression Job Information must be defined during job creation.
- D. Job Evaluation criteria must be set up during job creation.
- E. Create an appropriate job set.



Correct Answer: C

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#### QUESTION 4

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

- A. Enterprise HCM Information, Division, and Department
- B. Legal Employer, Division, and Business Unit
- C. Enterprise HCM Information and Legal Employer
- D. Legal Employer, Division, and Country

Correct Answer: A

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#### QUESTION 5

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

- A. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- B. A new work relationship in the destination legal employer is not created automatically.
- C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- D. A new worker relationship in the destination legal employer is created automatically.
- E. The Human Resource Representative cannot override the default changes.

Correct Answer: ABC

Reference [https://docs.oracle.com/cloud/r13\\_update17b/globalcs\\_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739](https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739)

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