



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

Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

QUESTION 2

When predefined Job role must be assigned to a user for the user to be able to view and modify alerts in Alert Composer?

- A. Application Supplementation Consultant
- B. Human Capital Management Integration Specialist
- C. BPM Administrator
- D. IT Auditor

Correct Answer: C

The predefined Job role that must be assigned to a user in order for the user to be able to view and modify alerts in Alert Composer is BPM Administrator. This job role is part of the Application Administrator job family, and it gives the user access to the Alert Composer application and the ability to view, create, modify, and delete alerts. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/alert-composer.htm#FAGHC-GUID-2F2BBF7E-15FB4D8F-B9B4-7A4A4BECBE7F>

QUESTION 3

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment
- B. 2-tier multiple assignment, 2-tier single assignment
- C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment



Correct Answer: B

Explanation: Reference <https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hr-wn.htm>

QUESTION 4

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are "PhD".
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. PhD is a sensitive keyword and is used elsewhere in the person's information.
- D. Areas of expertise is public information.
- E. HR does not have access to the "Experience and Qualification" card.

Correct Answer: D

QUESTION 5

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person retains the Non-Worker work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person has both Non-Worker and Employee work relationship with the legal employer.

Correct Answer: D

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