



1Z0-1046^{Q&As}

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They contain relationships and properties as part the profile type.
- C. They do not contain relationships or properties until you add them to the profile type.
- D. They do not contain relationships but contain properties as part the profile type.

Correct Answer: C

QUESTION 2

Which three options are true about the Global Person model? (Choose three.)

- A. Person records cease to exist when a person is terminated from an organization.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: BCD

QUESTION 3

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Correct Answer: B



QUESTION 4

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types.

Which two statements are true about actions? (Choose two.)

- A. Only one action can be associated with an action type.
- B. Actions are not a mandatory work structure.
- C. An action must always have an action reason associated.
- D. User-defined actions can be created and linked to predefined action types.
- E. Actions can be launched from the Organization Chart page and are controlled by data security.

Correct Answer: DE

QUESTION 5

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

Correct Answer: A

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