



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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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### QUESTION 1

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will you make these Actions unavailable for the end user?

- A. Hide Actions.
- B. Delete Actions.
- C. Educate users not to use such Actions.
- D. Enter Action End Date.

Correct Answer: A

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### QUESTION 2

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.
- D. The employee has a person record with the enterprise so she will continue with the same person number.

Correct Answer: D

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### QUESTION 3

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: A

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#### QUESTION 4

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows. What is causing this?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Correct Answer: D

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#### QUESTION 5

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

- A. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- B. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- C. The tool creates a structure of divisions, legal entities, business units and departments.
- D. The tool creates a structure of divisions that may then be manipulated by the administrator.
- E. 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.

Correct Answer: ABE

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