



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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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### QUESTION 1

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Legal Employer
- B. Enterprise
- C. Division
- D. Job Family
- E. Payroll Statutory Unit
- F. Business Unit
- G. Sub-Division

Correct Answer: AF

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### QUESTION 2

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

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### QUESTION 3

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity must comply with regulations and local jurisdictions.
- B. A legal entity can be identified as a legal employer in Human Capital Management.
- C. Legal entities are not responsible for payment of social insurance.
- D. A legal entity may act as a virtual organization.



E. A legal entity can own assets, record sales, pay taxes, and perform transactions.

Correct Answer: ABE

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#### QUESTION 4

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

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#### QUESTION 5

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker
- B. Contingent Worker
- C. Employee
- D. Non-Worker
- E. Pending Worker
- F. Person of Interest

Correct Answer: BCDE

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