1Z0-1046^{Q&As}

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

A. While configuring Approval Group List Builder, select "Allow empty groups" as True.

B. While configuring Approval Group List Builder, select "Allow empty groups" as False.

C. All approves must be present in the system; else, the promotion transaction fails.

D. The default functionality is that if any approver is not present, then the transaction gets auto-approved.

E. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder.

Correct Answer: B

QUESTION 2

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.

C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: C

QUESTION 3

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step in Business Process Management (BMP) Worklist should you perform to meet this requirement?

A. Select Allow Participants To Edit Future Participants.

B. Change the Task Aggregation configuration to Once Per Task.

C. Deselect Allow Participants To Edit Future Participants.

D. Change the value of Complete task Immediately When Participant Chooses to Approve.

E. Select Allow All Participants To Route Task To Other Participants.

Correct Answer: ABD

QUESTION 4

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

A. No Employee or Contingent Worker work relationships should exist for that legal employer.

B. Manual worker-number generation for a legal employer can be selected at any time.

C. The employment model selected should be one-tier.

D. There are no conditions. The worker generation method can be changed to automatic at any time.

E. The employment model selected should be three-tier.

Correct Answer: AB

QUESTION 5

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

A. The second level approver might have reassigned the request.

B. The second level approver might have opted for an adhoc route.

C. The second level approver might have approved the request.

D. The second level approver might have rejected the request.

E. The second level approver might have executed a pushback on the request.

Correct Answer: ABE

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