# 1Z0-1046-20<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2020 Implementation
Essentials

## Pass Oracle 1Z0-1046-20 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

**https://www.passapply.com/1z0-1046-20.html**

**100% Passing Guarantee**
**100% Money Back Assurance**

Following Questions and Answers are all new published by Oracle
Official Exam Center

🛠 **Instant Download** After Purchase

🛠 **100% Money Back** Guarantee

🛠 **365 Days** Free Update

🛠 **800,000+** Satisfied Customers

**QUESTION 1**

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 approved the request.

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

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

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

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

Correct Answer: CDE

**QUESTION 2**

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected. Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

A. The transaction goes into error because it was no auto-claimed.

B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.

C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.

D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.

E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.

F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: CD

**QUESTION 3**

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

A. Create an additional lookup with the value Hire Part-Time Employee.

B. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.

C. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.

D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

Correct Answer: B

QUESTION 4

What are three advantages of using Position Synchronization?

A. If you use Position Synchronization, Manager Self Service cannot be used.

B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.

C. For synchronized attributes, any position update will automatically be pushed to the incumbents\\' assignments.

D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

QUESTION 5

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees. Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles. There are assignment records of one or more employees associated with this grade

A. Define Talent Profile Content > Manage Educational Establishments

B. Define Talent Profile Content > Manage Content Subscribers

C. Define Talent Profiles > Manage Profile Types

D. Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

QUESTION 6

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

A. First add the rates for each step, then add the grade to a grade ladder.

B. Add the rates separately using the Manage Grade Rates task.

C. First add the grade to a grade ladder, then add the rates for each step.

D. Use the Default Grade rates that are available upon creating grades.

E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE

**QUESTION 7**

There are two distinct lists of grades that should be available in two separate business units of your

organization. During testing, you notice that the lists of grades of the two business units are not per the

requirement.

What went wrong in the setup?

A. All grades are associates with the COMMON set only.

B. An incorrect grade ladder is attaches to the two business units.

C. The grade rates of the two business units have been interchanged.

D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

**QUESTION 8**

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

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

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

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

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

Correct Answer: CE

**QUESTION 9**

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 do not contain relationships but contain properties as part of the profile type.

C. They contain relationships and properties as part of the profile type.

D. They do not contain relationships or properties until you add them to a profile type.

Correct Answer: D

**QUESTION 10**

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

A. 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.

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 cease to exist when a person is terminated from an organization.

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: ABD

**QUESTION 11**

Which two statements are true about Action and Action Reasons? (Choose two.)

A. There is always a one-to-one relationship between Action Type and Action.

B. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

**QUESTION 12**

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

A. Job Family

B. Legal Employer

C. Payroll Statutory Unit

D. Business Unit

E. Enterprise

F. Division

G. Sub-Division

Correct Answer: BD

QUESTION 13

Action Type identifies the type of business process associated with an action and determines what

happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud,

Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

A. Additional Action types can be created.

B. An Action type cannot be associated with user-defined actions.

C. Action types are seeded.

D. Every Action type can have multiple actions within it.

E. If Termination is an action, Normal Termination is an action type.

Correct Answer: CD

QUESTION 14

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

A. Do nothing. After the content type is created, it is available for use in all applications.

B. Make sure it is a non-free-form content type.

C. Specify a Subscriber Code for the content type.

D. Make sure it is a free-form content type.

Correct Answer: C

QUESTION 15

As a Line Manager within the organization you are able to do a search on restricted worker information

within the Directory.

What values are you able to search on that workers and HR Administrators are not able to?

A. Worker Competencies, work location, department, and languages.

B. Work location, department, job title, and school education.

C. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.

D. Worker Competencies. Areas of Expertise. Areas of Interest, and school education.

Correct Answer: A