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## Exam Questions 1Z0-1046-20

Oracle Global Human Resources Cloud 2020  
Implementation Essentials

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### QUESTION 1

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

**Correct Answer: B**

### QUESTION 2

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data
- B. The Person Profile is not created for any of the employees in the new instance.
- C. The Refresh Manager Hierarchy process is not run in the instance.
- D. The seeded HR Specialist role does not have access to hire the worker in the instance.
- E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

**Correct Answer: A,D**

### QUESTION 3

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: C,D**

#### QUESTION 4

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, Manager change, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Create Work Relationship, 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: B**

#### QUESTION 5

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons

such as reorganization or career progression. As a developer, you have created Actions as part of Oracle

Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined.
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.
- D. Action Reasons can be deleted if no longer being used.

**Correct Answer: A,B,C**



## QUESTION 6

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER\_ENFORCE\_VALID\_GRADES profile option is set to N.
- C. The PER\_DEFAULT\_GRADE\_JOB\_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

**Correct Answer: A,B**

## QUESTION 7

An employee accesses their Personal Information work area and wants to create his personal payment method. On navigating to the link, the employee sees that the 'Create' icon is disabled and is unable to create their personal payment method. The employee raises a service request to troubleshoot this issue.

What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two.)

- A. The employee does not have a valid payment method.
- B. The employee does not have a payroll relationship associated.
- C. The Payroll Definition does not have a Valid Payment Method assigned.
- D. The elements are not defined.

**Correct Answer: B,C**

## QUESTION 8

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



**Correct Answer: B**

### QUESTION 9

A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record

**Correct Answer: B**

### QUESTION 10

Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

**Correct Answer: A,D,E**

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