CertKillers

Oracle

1Z0-1046
Oracle Global Human Resources Cloud 2019 Implementation Essentials

Questions & Answers PDF

For More Information - Visit:
https://www.certkillers.net/

✓
✓
✓
✓

Question: 1

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.
Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

A. Create another assignment with the return date as the effective date.
B. Entering the return will automatically re-instate the record on the return date.
C. Deploy a Descriptive Flexfiled to capture the return date. Update this segment with the actual return date to reinstate the record.
D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

Answer: D

Question: 2

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve.
Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose two.)

A. Enter APPROVE in the Auto Action field.
B. Set up dynamic approval rule.
C. Enter AUTO APPROVE in the Auto Action field.
D. Set Auto Action Enabled to True.
E. Select Number of Levels as 0.

Answer: A,D

Question: 3

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

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

E. The tool creates a structure of divisions, legal entities, business units and departments.

Answer: A, B, D

A static approval group named "Trio" comprises three members – Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

A. System decides the approval route by randomly selecting approvers who are a part of the approval group.
B. First Approver – Dia, Second Approver – Susan, Third Approval – Jacob
C. All three get the notification at the same time.
D. First Approver – Jacob, Second Approver – Susan, Third Approver – Dia
E. The approval is routed alphabetically.

Answer: D

Identify three correct statements about Workforce Life Cycle. (Choose three.)

A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whim they have security access.
B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
C. Line Managers can transfer their direct and indirect reports only.
D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Answer: A,B,C

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.
Which option represents seeded tree structures?

A. organization, job, division, geographies

B. organization, position, division, geographies
C. organization, position, department, geographies
D. organization, job, department, geographies
E. organization, position, division, establishment

Answer: C

Question: 7

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.

Answer: C,D

Question: 8

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

A. It is mandatory to define geography validations before geography hierarchy can be defined.
B. You must map geography to reporting establishments for reporting purposes.
C. Geography type can either be defined by a user or can be geopolitical.
D. You must identify the top-level of geography as Country and define a geography type.
E. You must set geography validation for the specific address style for a country.

Answer: C, D, E

Question: 9

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. Identify the correct statement about the person number for the employee.

A. The employee has a person record with the enterprise so she will continue with the same person number.
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's new person number will be her previous number suffixed by -1.

Answer: A

Question: 10

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.

Answer: C