1Z0-1046^Q&As

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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QUESTION 1

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

A. The Update Person Keyword Search process must be run before hiring a person.

B. The BPM task NewPersonEmploymentApproval is not set up properly.

C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B

QUESTION 2

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 3

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

A. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.

B. Update area of expertise, area of interest, contact Information, profile photo, public message, and HR Representative Information.

C. Update home address, area of interest, contact Information, profile photo, public message, and background photo.

D. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.

Correct Answer: B

QUESTION 4

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, job, department, geographies

C. organization, position, division, geographies

D. organization, position, division, establishment

E. organization, position, department, geographies

Correct Answer: E

QUESTION 5

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

C. The line manager search is based on the public person security access.

D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 6

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

QUESTION 7

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

QUESTION 8

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

A. Create two new actions and associate them with the existing action type, Hire an Employee.

B. Create two new actions: hire part-time employee and hire full-time employee.

C. Create two new actions and new action reasons and associate them with each other.

D. Create two new action types: hire part-time employee and hire full-time employee.

E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION 9

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

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

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

Correct Answer: BE

QUESTION 10

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retries from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

B. Action Type was not defined for the checklist.

C. Action Reasons were not defined in the checklist.

D. The Action associated with the checklist does not match the Action selected during the termination process.

Correct Answer: A

QUESTION 11

Which three options are true regarding Grade Ladders? (Choose three.)

A. Grade Ladders are used to group grades or grades with steps.

B. Five types of Grade Ladders are available.

C. A Grade Ladder can be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Correct Answer: ACD

QUESTION 12

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User

B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve

C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve

D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

QUESTION 13

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 14

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added.

Identify the cause of this.

A. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.

B. The HR Representative does not have the appropriate role to add the role.

C. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.

D. Appropriate role mapping rules are not defined for the data role with Self-requestable check box checked.

Correct Answer: C

QUESTION 15

A manager returned from the US Subsidiary after a period of 3 months to his source location of the UK Subsidiary.

Which option should a Human Resource Representative exercise to reinstate the manager\\'s records in the source legal employer?

A. Entering the return date will automatically reinstate the record on the return date.

B. Create another assignment with the return date as the effective date.

C. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstate automatically on the return date.

D. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.

Correct Answer: C

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