

Oracle Cloud 1Z0-1046-23

Oracle Global Human Resources Cloud 2023 Implementation Professional

**Thank You for Downloading 1Z0-1046-23 Updated Exam
Questions**

<https://certs4sale.com/oracle/1z0-1046-23-pdf-exam-dumps>

QUESTION: 1

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows. How can you enable this feature and which options are available for defaulting?

Option A : Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

Option B : Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Option C : Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

Option D : Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Correct Answer: B

QUESTION: 2

Your organization uses Calendar Events to track public holidays. How are workers associated with calendar events (public holidays)?

Option A :

using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

Option B :

associating a calendar event category with the worker's assignment

Option C :

using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information

Option D :

using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

Correct Answer: A

QUESTION: 3

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?

Option 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.

Option 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.

Option C :

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

Option D :

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

Option 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: E

QUESTION: 4

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?

- Option A : Create two new actions and associate them with the existing action type, Hire an Employee.
- Option B : Create two new actions: hire part-time employee and hire full-time employee.
- Option C : Create two new actions and new action reasons and associate them with each other.
- Option D : Create two new action types: hire part-time employee and hire full-time employee.
- Option E : Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION: 5

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- Option A : Extend Temporary Assignment
 - Option B : End Assignment
 - Option C : Extend Probation Period
 - Option D : Suspend Assignment
 - Option E : Add Work Relationship
- <https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

Correct Answer: A,B,D

QUESTION: 6

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader. What process flow do you need to follow to ensure the migration is successful?

- Option A :
Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into

staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Option B :

Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Option C :

Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Option D :

DPlace dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: B

QUESTION: 7

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

Option A : Use Geographic Hierarchy as the Hierarchy type for the calendar event.

Option B : Use Line Manager Hierarchy as the Hierarchy type for the calendar event.

Option C : Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.

Option D : Use Organization Hierarchy as the Hierarchy type for the calendar event.

Option E : Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: D

QUESTION: 8

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver. Which method should be used?

- Option A : Automatic Upon Final Save
- Option B : Automatic Upon Final Submission
- Option C : Automatic Prior to Final Save
- Option D : Automatic Prior to Submission

Correct Answer: A

QUESTION: 9

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.)

- Option A :
The second level approver might have approved the request.
- Option B :
The second level approver might have rejected the request.
- Option C :
The second level approver might have reassigned the request.
- Option D :
The second level approver might have executed a pushback on the request.

Option E :

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

Correct Answer: C,D,E

QUESTION: 10

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities. As an implementation consultant, how would you configure the system to capture this information?

Option A : Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.

Option B : Define a tax reporting unit for the group of employees with disabilities.

Option C : Define Reporting Establishment for the group of employees with disabilities and capture the required information.

Option D : Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Correct Answer: A

QUESTION: 11

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error. (Choose three.)

Option A : There are assignment records of one or more employees associated with this grade.

Option B : The grade has grade rates defined.

Option C : The grade is linked to a grade ladder.

Option D : A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

Option E : A grade cannot be deleted and can only be end-dated.

Correct Answer: A,B,D

QUESTION: 12

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

Option 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.

Option 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.

Option C : Person records cease to exist when a person is terminated from an organization.

Option 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.

Option E : Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: A,B,D

QUESTION: 13

An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago. She will start her employment at France office next month. Which statement is correct about the Person Number and Assignment Number for this employee?

Option A :

The employee's new person number will be her previous number suffixed by -1.

Option B :

The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.

Option C :

The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.

Option D :

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