

Oracle 1D0-1046-24-D

Oracle Global Human Resources Cloud 2024 Implementation Professional - Delta

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Questions**

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QUESTION: 1

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

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

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

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

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

Correct Answer: B

QUESTION: 2

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.Which Checklist enhancement supports this requirement?

Option A : Checklist Category

Option B : Checklist Validity

Option C : Checklist Completion

Option D : Task Library

Correct Answer: C

QUESTION: 3

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

Option A : Reorder the pages/tabs of Person Spotlight.

Option B : Change the content that displays within a page/tab.

Option C : Add additional pages/tabs.

Option D : Change name of a page/tab.

Correct Answer: A,C

QUESTION: 4

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

Option A : Ensure the owner field is set to employee.

Option B : Ensure the eligibility profile linked to the task contains criteria the include only active employees.

Option C : Ensure the owner and performer are both set to employee.

Option D : Ensure the performer field is set to employee.

Correct Answer: C

QUESTION: 5

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

Option A : HR does not have access to other departments where employees are "PhD".

Option B : HR has access to Oracle Global Human Resources Cloud department.

Option C : PhD is a sensitive keyword and is used elsewhere in the person's information.

Option D : Areas of expertise is public information.

Option E : HR does not have access to the "Experience and Qualification" card.

Correct Answer: D

QUESTION: 6

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

Option A : Define Talent Profile Content > Manage Educational Establishments

Option B : Define Talent Profile Content > Manage Content Subscribers

Option C : Define Talent Profiles > Manage Profile Types

Option D : Define Talent Profile Content > Manage Profile Content Items

Correct Answer: A

QUESTION: 7

Which two options are true about Oracle Workforce Predictions? (Choose two.)

Option A : It predicts team/individual involuntary termination and performance.

Option B : It predicts team voluntary termination and performance.

Option C : It predicts individual voluntary termination and performance.

Option D : Contingent Worker and Nonworker work relationships are included.

Correct Answer: B,C

QUESTION: 8

What are three advantages of using Position Synchronization?

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

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

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

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

Correct Answer: B,C,D

QUESTION: 9

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category. How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

Option A : five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)

Option B : five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)

Option C : four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs

Option D : five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

QUESTION: 10

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application. Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

Option A : Contract Worker

Option B : Person of Interest

Option C : Contingent Worker

Option D : Employee

Option E : Non-Worker

Option F : Pending Worker

Correct Answer: A,C,D

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