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**Vendor:**Oracle

**Exam Code:**1Z0-1046-22

**Exam Name:**Oracle Global Human Resources Cloud  
2022 Implementation Professional

**Version:**Demo

### QUESTION 1

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.

Correct Answer: C

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### 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.

Correct Answer: CD

Explanation: When setting up a BPM Worklist Rule for auto-approval, these two items need to be specified in order for the auto-approval to take effect. The Auto Action field needs to be set to AUTO APPROVE and the Auto Action Enabled setting needs to be set to True. Additionally, the Number of Levels should be set to 0 so that the approval does not require any additional approval levels. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/hr-cloud-implementation-guide.pdf#GUID-E927A0C2-A2AF-4347-AAD3CF3A0F63F7A9> [2] Oracle HCM Cloud Implementation Guide - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf#GUID-E9>

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### QUESTION 3

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: AD

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#### QUESTION 4

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.

Correct Answer: CDE

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#### QUESTION 5

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

- A. The saved transaction was rejected by the approval authority.
- B. An identical transaction that was initiated for the person by another user was applied to the database.
- C. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.
- D. The saved transaction was withdrawn by HR.

Correct Answer: B

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#### QUESTION 6

As an implementation consultant, you need to configure different rules for the Transfer transaction.

Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Business Unit, Location, Position, Action, and Worker Type

- B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

Correct Answer: B

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#### QUESTION 7

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?

- 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)
- 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)
- 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
- D. five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

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#### QUESTION 8

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.)

- A. There are assignment records of one or more employees associated with this grade.
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder.
- D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ABC

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### QUESTION 9

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Set the geography validation level to Error instead of No Validation.
- C. Effective End Date for geography validation is end of time.
- D. Educate users to use the country-specific address format only.

Correct Answer: B

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### QUESTION 10

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

- A. Create an additional lookup with the value Hire Part-Time Employee.
- B. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- C. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.
- D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

Correct Answer: B

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### QUESTION 11

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.

What options are available for you to configure within this section?

- A. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers
- B. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers
- C. Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers
- D. Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/employment.html#FAIGH423306>

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## QUESTION 12

Given the customer requirement:

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

- A. Enforce Valid Grades (Y/N) is set to Y in the profile options
- B. Default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. Default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. Enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B