1Z0-1046-20^{Q&As}

Oracle Global Human Resources Cloud 2020 Implementation Essentials

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QUESTION 1

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?

A. Ensure the owner field is set to employee.

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

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

D. Ensure the performer field is set to employee.

Correct Answer: C

QUESTION 2

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?

A. Automatic Upon Final Save

B. Automatic Upon Final Submission

C. Automatic Prior to Final Save

D. Automatic Prior to Submission

Correct Answer: A

QUESTION 3

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

B. work day information, user account generation, employment model, position synchronization configuration, worker number generation

C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

QUESTION 4

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

QUESTION 5

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.

Correct Answer: CD