

1Z0-1046^{Q&As}

Oracle Global Human Resources Cloud 2019 Implementation
Essentials

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QUESTION 1

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 2

While promoting an employee in the system, it is required that the HR specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

- A. Progression Job Information must be defined during job creation.
- B. Create an appropriate job set.
- C. Descriptive flex fields must be defined to hold Progression Job Information.
- D. Job Evaluation criteria must be set up during job creation.
- E. Benchmark all the jobs in the system.

Correct Answer: A

QUESTION 3

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.

- A. HR does not have access to the "Experience and Qualification" card.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.

- C. Areas of expertise is public information.
- D. HR does not have access to other departments where employees are "PhD".
- E. HR has access to Oracle Global Human Resources Cloud department.

Correct Answer: C

QUESTION 4

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in the Directory, but not able to view a single worker on the Person Management page.

Which two are reasons you are NOT able to view a single worker on the Person Management page? (Choose two.)

- A. The Refresh Manager Hierarchy process is not run in the instance.
- B. The Person Profile is not created for any of the employees in the new instance.
- C. 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.
- D. 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.
- E. The seeded HR Specialist role does not have access to hire the worker in the instance.

Correct Answer: CE

QUESTION 5

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Location
- C. Department
- D. Division
- E. Geography
- F. Facility

Correct Answer: BCD

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