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Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

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

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

Correct Answer: ABC

QUESTION 2

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 3

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior. (Choose two.)

- A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee is inactive as of 01-Jan-2015.
- D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.

E. The employee is working as an employee in Finance Department.

Correct Answer: CD

QUESTION 4

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.)

- A. Reorder the pages/tabs of Person Spotlight.
- B. Change the content that displays within a page/tab.
- C. Add additional pages/tabs.
- D. Change name of a page/tab.

Correct Answer: AC

Explanation: As an implementation consultant, you can configure Person Spotlight within HCM Experience Design Studio by reordering the pages/tabs of Person Spotlight and adding additional pages/tabs. You can also change the content that displays within a page/tab, as well as the name of a page/tab. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure-person-spotlight.htm#FAGHC-GUID-82E1E6B9-717F-4EFD-A3F02E362F0A3CCD>

QUESTION 5

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment.

How do you migrate these changes to your production environment?

- A. Use the Configuration Package capabilities within the Configuration > Migration work area.
- B. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.
- D. Use the Configuration Set Migration tool within the Configuration > Migration work area.

Correct Answer: A

Explanation: To migrate the changes you have made in the test environment to the production environment, you should use the Configuration Package capabilities within the Configuration > Migration work area. This will allow you to easily export the configurations from the test environment and import them into the production environment.

Reference: <https://www.ateam-oracle.com/best-practices-for-configuring-and-extending-fusionapplications-cloud>

QUESTION 6

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the ORA_PER_JOURNEYS_ENABLED profile option with the Manage Administrator Profile Values task.
- C. Enable the Journeys option to either the Manage Enterprise HCM Information task.
- D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21a/faigh/checklists.html#FAIGH4322443>

To enable Journeys in HCM Cloud, you need to enable the Journeys option to the Manage Legal Entity HCM Information task. This task is located in the Setup and Maintenance work area, and can be accessed via the Navigator menu. Once you are in the task, select the Legal Entity for which you want to enable Journeys, and then select the Edit button. On the Edit Legal Entity page, scroll down to the Journeys section, and select the Enable Journeys checkbox.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/enable-journeys.htm#FAGHC-GUID-2F2BBF7E-15FB-4D8F-B9B47A4A4BECBE7F>

QUESTION 7

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

QUESTION 8

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions?

(Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. Jobs and Positions are shared by Sets.
- C. Department and location can be defined for a Position.
- D. When creating Positions, the grades that are specified for the job become the default grades for the Position.

Correct Answer: ACD

QUESTION 9

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
- C. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- E. Legal authorities are defined in Enterprise Structure Configurator.

Correct Answer: ACE

QUESTION 10

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses Promote transaction.

How does the system determine how the user interface will render?

- A. Transaction Design Studio configurations always override Page Composer configurations.
- B. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- C. Page Composer configurations always override Transaction Design Studio configurations.
- D. When a user tries to use the Promote transaction. the page will be error when loading.

Correct Answer: A

Explanation: When the Promote transaction was configured using Page Composer to require the location field, and then another change was made to the transaction using the Transaction Design Studio that indicated the location field must

be hidden, the Transaction Design Studio configurations will always override the Page Composer configurations. This means that the location field will be hidden when the Promote transaction is used by a manager. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure-transactions.htm#FAGHC-GUID-F11C8F3D-D2F9-4277-97A905F34A1E9E1A>

QUESTION 11

Which three are correct locations from where Line Managers can access the Add Assignment guided process? (Choose three.)

- A. Person Management work area in My Workforce
- B. Smart Navigation
- C. Actions Menu in About Me work area
- D. Actions Menu in My Team work area E. Quick Actions

Correct Answer: BDE

QUESTION 12

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- B. Action Reasons were not defined in the checklist.
- C. The Action associated with the checklist does not match the Action selected during the termination process.
- D. Action Type was not defined for the checklist.

Correct Answer: A

QUESTION 13

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.

E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

QUESTION 14

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

QUESTION 15

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?

- A. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- B. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Correct Answer: D

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