



# 1Z0-1046-20<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2020 Implementation  
Essentials

**Pass Oracle 1Z0-1046-20 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/1z0-1046-20.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- C. He has to configure new approval routing policies.
- D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Correct Answer: D

---

### QUESTION 2

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

---

### QUESTION 3

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain all these fields.

- A. Reporting Establishment
- B. Department
- C. Business Unit
- D. Legal Entity



E. Enterprise

F. Division

Correct Answer: B

---

#### QUESTION 4

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet his requirement.

A. Create a new action > Create a new reason and use it during termination.

B. Create a new action type > Create a new action > Create a new action reason and use it during termination.

C. Create a new action reason and associate it with the available action type. Use it during termination.

D. Create a new action type > Create a new action reason and use it during termination.

E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: C

---

#### QUESTION 5

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

A. Enterprise HCM Information, Division, and Department

B. Legal Employer, Division, and Business Unit

C. Enterprise HCM Information and Legal Employer

D. Legal Employer, Division, and Country

Correct Answer: A

[Latest 1Z0-1046-20 Dumps](#)

[1Z0-1046-20 PDF Dumps](#)

[1Z0-1046-20 Practice Test](#)