



# 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

Which three options define Locations?

- A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.
- B. Locations that are created can be represented on a map for easier identification and access.
- C. A location identifies the physical addresses of a workforce structure, such as a department.
- D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

---

### QUESTION 2

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades of the two business units are not per the requirement.

What went wrong in the setup?

- A. All grades are associates with the COMMON set only.
- B. An incorrect grade ladder is attaches to the two business units.
- C. The grade rates of the two business units have been interchanged.
- D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

---

### QUESTION 3

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal



employer.

D. The client cannot move from a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

#### QUESTION 4

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have approved the request.
- B. The second level approver might have rejected the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have executed a pushback on the request.
- E. The second level approver might have opted for an adhoc route.

Correct Answer: CDE

#### QUESTION 5

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

- A. 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?
- B. 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)
- C. 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)
- D. 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
- E. five LDGs, five divisions, five legal employers, and five PSUs

Correct Answer: A

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

[1Z0-1046-20 Exam  
Questions](#)

[1Z0-1046-20 Braindumps](#)