



1Z0-1046-22^{Q&As}

Oracle Global Human Resources Cloud 2022 Implementation
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QUESTION 1

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.

Correct Answer: BCD

QUESTION 2

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.

Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.

Correct Answer: D

This is the best way to reinstate the manager's records in the source legal employer, as it ensures that the return date is recorded and the records are reinstated exactly when the manager returns. References: [1] Oracle HCM Cloud 2022 Implementation Guide - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html>

QUESTION 3

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

- A. educational establishment
- B. rating model
- C. content subscriber



D. instance qualifier

E. content library

Correct Answer: D

QUESTION 4

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.

C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: E

To achieve the required functionality, an eligibility profile needs to be created and associated with the checklist template. This will ensure that the checklist is automatically allocated to persons who satisfy the criteria built into the eligibility profile. Reference: [1] Oracle Cloud HCM: Configuring Onboarding Checklists and Tasks, [2] Oracle Cloud HCM: Configuring Eligibility Profiles.

QUESTION 5

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

A. Checklist Category

B. Checklist Validity

C. Checklist Completion

D. Task Library

Correct Answer: C



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