



# 1Z0-1046-22<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2022 Implementation  
Professional

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### QUESTION 1

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

- A. Create two new actions: hire part-time employee and hire full-time employee.
- B. Create two new action types: hire part-time employee and hire full-time employee.
- C. Create two new action types and associate them with the existing action, Hire.
- D. Create two new action and associate them with the existing action type, Hire an Employee.
- E. Create two new actions and new action reasons and associate them with each other.

Correct Answer: D

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### QUESTION 2

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways can you associate workers with a specific division? (Choose two.)

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.
- D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: AC

As part of a client's configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define-divisions.htm#FAGHC-GUID-E9C6B32B-2F2B-4E6C-B136-C4A4A4F4A4E2>

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### 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

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 5

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.



Correct Answer: B

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