



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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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### QUESTION 1

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules\_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. The BPM task NewPersonEmploymentApproval is not set up properly.
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B

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### QUESTION 2

There has been a re-organization requiring all the employees of Department A to be moved to Department

B. Which option will enable this activity to be addressed in a single request?

- A. Run the Mass Update process.
- B. Run the Send Pending LDAP Requests process.
- C. Run the Synchronize Person Records process.
- D. Run the Refresh Manager Hierarchy process.

Correct Answer: A

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### QUESTION 3

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What step in Business Process Management (BMP) Worklist should you perform to meet this requirement?

- A. Select Allow Participants To Edit Future Participants.
- B. Change the Task Aggregation configuration to Once Per Task.
- C. Deselect Allow Participants To Edit Future Participants.



- D. Change the value of Complete task Immediately When Participant Chooses to Approve.
- E. Select Allow All Participants To Route Task To Other Participants.

Correct Answer: ABD

#### QUESTION 4

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types?

- A. Every Action type can have multiple actions within it.
- B. An Action type cannot be associated with user-defined actions.
- C. Additional Action types can be created.
- D. Action types are seeded.
- E. If Termination is an action, Normal Termination is an action type.

Correct Answer: AD

#### QUESTION 5

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

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