



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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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### QUESTION 1

Which statement is correct regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer, and gets hired as an employee?

- A. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- B. During the Hire process, the HR Specialist will receive an error as a worker cannot have two active work relationships with one legal employer at the same time.
- C. The person has only an Employee work relationship with the legal employer.
- D. The person retains the Non-Worker work relationship with the legal employer.

Correct Answer: A

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### QUESTION 2

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Educate users to use the country-specific address format only.
- C. Effective End Date for geography validation is end of time.
- D. Set the geography validation level to Error instead of No Validation.

Correct Answer: D

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### QUESTION 3

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically"

Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Person Number at the Enterprise Level is set to Automatic after final save.
- C. Worker Number at the Enterprise Level is set to Manual.
- D. Person Number at the Enterprise Level is set to Automatic before submission.

Correct Answer: B

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#### QUESTION 4

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, job, division, geographies
- B. organization, job, department, geographies
- C. organization, position, division, geographies
- D. organization, position, division, establishment
- E. organization, position, department, geographies

Correct Answer: E

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#### QUESTION 5

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: C

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