



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

Oracle Global Human Resources Cloud 2019 Implementation  
Essentials

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### QUESTION 1

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes into error because it was not auto-claimed.
- E. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: AC

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### QUESTION 2

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

- A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.
- B. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.
- C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.
- D. Define a tax reporting unit for the group of employees with disabilities.

Correct Answer: A

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### QUESTION 3

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Legal Employer
- B. Enterprise
- C. Division



- D. Job Family
- E. Payroll Statutory Unit
- F. Business Unit
- G. Sub-Division

Correct Answer: AF

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#### QUESTION 4

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Temporary Assignment
- B. Temporary Assignment
- C. Global Transfer
- D. Transfer

Correct Answer: B

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#### QUESTION 5

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

Which option should a Human Resource Representative exercise to reinstate the manager's records in the source legal employer?

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

Correct Answer: C

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