



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

Oracle Global Human Resources Cloud 2019 Implementation  
Essentials

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### QUESTION 1

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

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### QUESTION 2

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment
- C. 2-tier multiple assignment, 2-tier single assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Correct Answer: C

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### QUESTION 3

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. When creating Positions, the grades that are specified for the job become that default grades for the Position.
- C. Department and location can be defined for a Position.
- D. Jobs and Positions are shared by Sets.

Correct Answer: ABC

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#### QUESTION 4

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR does not have access to the "Experience and Qualification" card.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.
- C. Areas of expertise is public information.
- D. HR does not have access to other departments where employees are "PhD".
- E. HR has access to Oracle Global Human Resources Cloud department.

Correct Answer: C

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#### QUESTION 5

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do meet this requirement of the client?

- A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.
- D. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

Correct Answer: A

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