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**Vendor:**Oracle

**Exam Code:**1Z0-1046

**Exam Name:**Oracle Global Human Resources Cloud  
2019 Implementation Essentials

**Version:**Demo

### QUESTION 1

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments
- B. contract assignment
- C. single assignment
- D. single assignment with contracts
- E. multiple assignments with contracts

Correct Answer: D

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### QUESTION 2

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 3

Which option correctly describes free-form content types?

- A. They contain relationships and do not contain properties until you add them to the profile type.
- B. They contain relationships and properties as part the profile type.
- C. They do not contain relationships or properties until you add them to the profile type.
- D. They do not contain relationships but contain properties as part the profile type.

Correct Answer: C

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#### QUESTION 4

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 5

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. instance qualifier
- B. content library
- C. rating model
- D. educational establishment
- E. content subscriber

Correct Answer: A

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#### QUESTION 6

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

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

Correct Answer: A

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### QUESTION 7

Your customer wants to know how many employees are leaving the organization on their own.

What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type > Create a new action reason and use it during termination.
- B. Create a new action reason and associate it with the available action type. Use it during termination.
- C. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- D. Create a new action > Create a new reason and use it during termination.
- E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Correct Answer: B

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### QUESTION 8

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

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### QUESTION 9

Which three options are true about the Global Person model? (Choose three.)

- A. Person records cease to exist when a person is terminated from an organization.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records are global, independent of legal employers, and created only once for any person. If the person

leaves the enterprise, the person's work relationships are terminated.

D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.

E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: BCD

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#### QUESTION 10

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

A. Ensure the owner field is set to employee.

B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.

C. Ensure the owner and performer are both set to employee.

D. Ensure the performer field is set to employee.

Correct Answer: C

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#### QUESTION 11

Which three options are true regarding Grade Ladders? (Choose three.)

A. Grade Ladders are used to group grades or grades with steps.

B. Five types of Grade Ladders are available.

C. A Grade Ladder can be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Correct Answer: ACD

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#### QUESTION 12

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will you make these Actions unavailable for the end user?

A. Hide Actions.

B. Delete Actions.

C. Educate users not to use such Actions.

D. Enter Action End Date.

Correct Answer: A