[Q13-Q35 Get up-to-date Real Exam Questions for 1z0-1046-22 UPDATED [2023
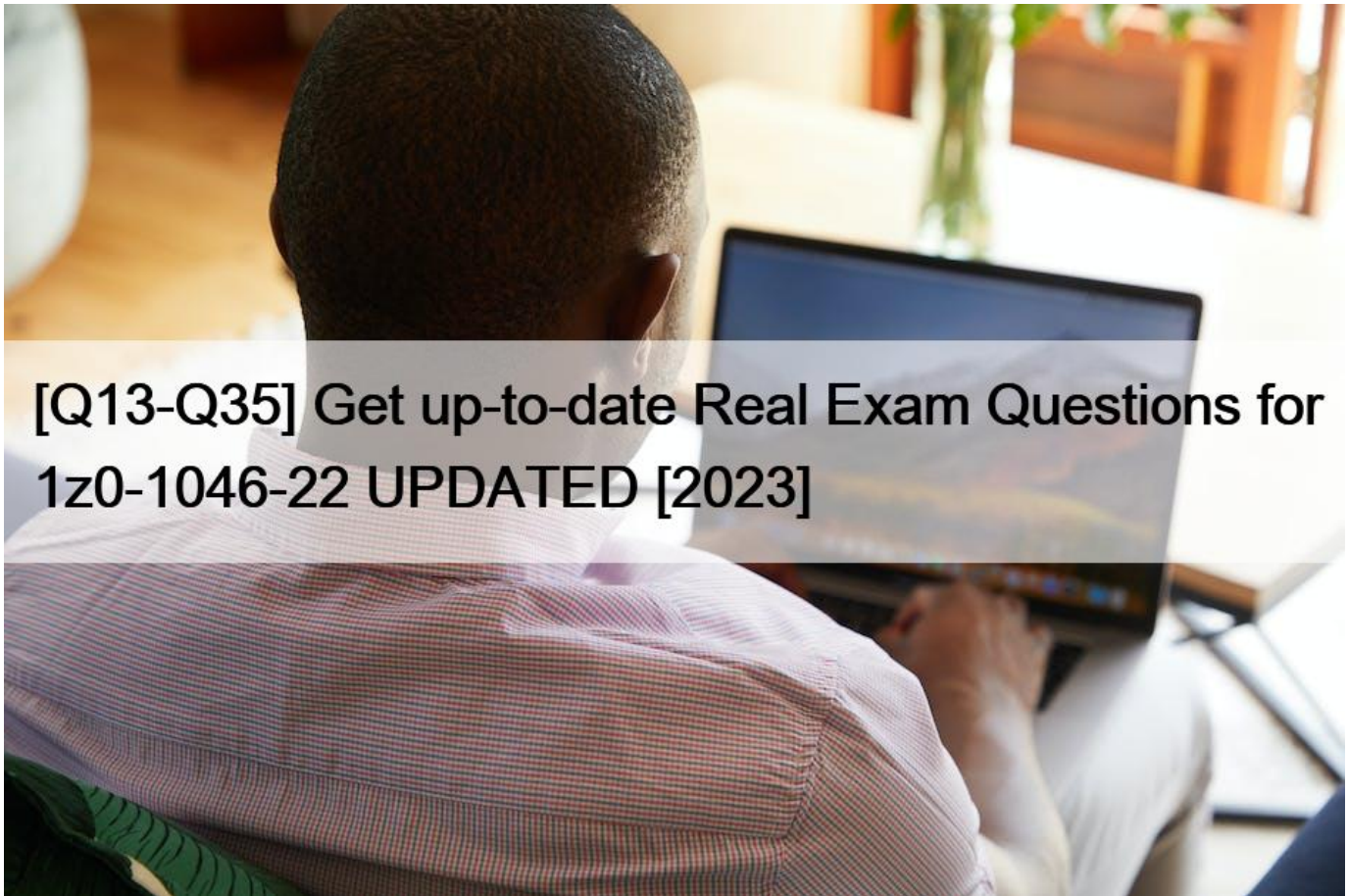

Get up-to-date Real Exam Questions for 1z0-1046-22 UPDATED [2023]
Pass Oracle 1z0-1046-22 Exam in First Attempt Guaranteed

The Oracle 1z0-1046-22 exam covers a wide range of topics related to the implementation and management of Oracle Global Human Resources Cloud, including the configuration of core HR, talent management, compensation and benefits, and more. The exam also covers best practices for managing the solution, including data security, system backups, and disaster recovery.

Q13. 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.
* Person Number at the Enterprise Level is set to Manual.
* Person Number at the Enterprise Level is set to Automatic before submission.
* Person Number at the Enterprise Level is set to Automatic after final save.
* Worker Number at the Enterprise Level is set to Manual.

Q14. An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

* Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
* When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
* Income tax jurisdiction needs to be created to report income tax to the legal authority.
* Legal authorities are mandatory in Oracle Global Human Resources Cloud.
* Legal authorities are defined in Enterprise Structure Configurator.

Q15. Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

* Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
* Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
* Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
* Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Q16. A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.

Which is the option a Human Resource representative should exercise to re-instate the manager’s records in the source legal employer?

* Create another assignment with the return date as the effective date.
* Entering the return will automatically re-instate the record on the return date.
* Deploy a Descriptive Flexfiled to capture the return date. Update this segment with the actual return date to reinstate the record.
* Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment’s in the source legal employer are reinstated automatically on the return date.

Q17. Which task in the Setup and Maintenance work area generates position codes automatically?

* Manage Position Codes
* Manage Legal Entity HCM Information
* Manage Positions
* Manage Position Synchronization
* Manage Enterprise HCM Information

Q18. 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 what you can determine who provided what rating?

* educational establishment
* rating model
* content subscriber
* instance qualifier
* content library

Q19. Identify the correct option 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.

* The person retains the Non-Worker work relationship with the legal employer.
* The person has only an Employee work relationship with the legal employer.
* The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
* The person has both Non-Worker and Employee work relationship with the legal employer.

Q20. An employee’s job description is “Recruiter” as of 01-Jan-2015. This job was updated in the system to “Consultant” on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee’s previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword “Recruiter” because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?
* The Person Management page search does not support Job attribute keywords.
* The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
* The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
* The Person Management page search does not support date-effective keywords.
* The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
* The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Q21. A ‘Business Visa Introduction Letter’ is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter the system can store a copy, which the user downloads whenever it is required.

Where are the document templates configured, before they are associated with the appropriate Document Type?
* BI Publisher (BIP)
* Page Composer
* Design Studio
* Oracle Transnational Business Intelligence (OTBI)
Document templates are configured in Page Composer, which is a tool for creating and managing page layouts, page content, and page definitions. The document templates are associated with the appropriate Document Type, and can then be accessed and downloaded when needed.

References: [1] Oracle HCM Cloud Documentation –
https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/page-composer.htm#FAGHC-GUID-7E3C3BE2-77A8-466F-A7FA-CCA9A7677F20 [2] Oracle HCM Cloud Page Composer Guide –
https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/page-composer-guide.pdf#GUID-DE9CC719-D851-45B7-A629-C000BC1D4A4F

Q22. Which two options can be directly mapped to the employee record during hiring? (Choose two.)
* Job Family
* Legal Employer
* Payroll Statutory Unit
* Business Unit
* Enterprise
* Division
* Sub-Division

Q23. Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.
* Create a new action > Create a new reason and use it during termination.
* Create a new action type > Create a new action > Create a new action reason and use it during termination.
* Create a new action reason and associate it with the available action type. Use it during termination.
* Create a new action type > Create a new action reason and use it during termination.

* Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Q24. The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location filed must be hidden when a manager uses Promote transaction.

How does the system determine how the user interface will render?
* Transaction Design Studio configurations always override Page Composer configurations.
* If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
* Page Composer configurations always override Transaction Design Studio configurations.
* When a user tries to use the Promote transaction. the page will be error when loading.
When the Promote transaction was configured using Page Composer to require the location field, and then another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden, the Transaction Design Studio configurations will always override the Page Composer configurations. This means that the location field will be hidden when the Promote transaction is used by a manager.

References: [1] Oracle HCM Cloud Documentation – https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/configure-transactions.htm#FAGHC-GUID-F11C8F3D-D 2F9-4277-97A9-05F34A1E9E1A

Q25. Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)
* It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
* The tool creates a structure of divisions, legal entities, business units and reference data sets.
* The tool creates a structure of divisions that may then be manipulated by the administrator.
* After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.
* The tool creates a structure of divisions, legal entities, business units and departments.

Q26. Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)
* There are assignment records of one or more employees associated with this grade.
* The grade has grade rates defined.
* The grade is linked to a grade ladder.
* A grade cannot be deleted and can only be made inactive by changing the status to “Inactive”.
* A grade cannot be deleted and can only be end-dated.

Q27. 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?
* Run the Refresh Manager Hierarchy process.
* Run the Synchronize Person Records process.
* Run the Mass Update process.
* Run the Send Pending LDAP Requests process.

Q28. During implementation, a two-tier employment model – multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

* The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
* If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
* The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
* The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Q29. As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of? (Choose three.)
* Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
* Legislative Data Groups do not span enterprises.
* Legislative Data Groups can span enterprises.
* It is required to associate country and currency details while defining Legislative Data Group.
* Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

Q30. An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago. She will start her employment at France office next month.

Which statement is correct about the Person Number and Assignment Number for this employee?
* The employee’s new person number will be her previous number suffixed by -1.
* The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.
* The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.
* The employee has a person record with the enterprise so she will continue with the same person number but get a new assignment number within her new work relationship with the France Legal Employer.

Q31. Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee’s schedule, before applying it to an assignment?
* Standard working hours, Primary work schedule, Employment work week, Published schedules
* Published schedules, Employment work week, Primary work schedule, Standard working hours
* Published schedules, Primary work schedule, Employment work week, Standard working hours
* Employment work week, Published schedules, Primary work schedule, Standard working hours
When searching for an employee’s schedule in HCM Cloud, the application will search in the following order: Published schedules, Primary work schedule, Employment work week, Standard working hours. This order is based on the level of specificity, with the most specific option (Published schedules) being searched first. If the employee does not have a Published schedule, then the Primary work schedule will be searched, followed by the Employment work week, and finally the Standard working hours.

Q32. Which three statements are true about Person Number?
* The Person Number Generation Method cannot be changed once a person has been entered.
* Initial Person Number cannot be provided at enterprise level.
* The Person Number Generation method can be changed any time.
* Initial Person Number can be provided at enterprise level.
* Person Numbers for contacts are generated automatically.

Q33. The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location filed must be hidden when a manager uses Promote

transaction.

How does the system determine how the user interface will render?
* Transaction Design Studio configurations always override Page Composer configurations.
* If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
* Page Composer configurations always override Transaction Design Studio configurations.
* When a user tries to use the Promote transaction. the page will be error when loading.

Q34. As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information.

Which two configurations can be done through this task? (Choose two.)
* the name fields that appear in the Person Details section when you are hiring an employee
* the appearance of a worker’s name when it appears in search results
* what name fields are required when completing the Person Details section when hiring or updating a worker’s person details
* the way a worker’s name appears on top of employee-level pages

Q35. You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?
* organization, job, division, geographies
* organization, position, division, geographies
* organization, position, department, geographies
* organization, job, department, geographies
* organization, position, division, establishment

Oracle 1z0-1046-22 Study Guide Archives :
https://www.examslabs.com/Oracle/Oracle-Global-Human-Resources-Cloud/best-1z0-1046-22-exam-dumps.html]