1Z0-1046-22^{Q&As}

Oracle Global Human Resources Cloud 2022 Implementation
Professional

Pass Oracle 1Z0-1046-22 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.pass4itsure.com/1z0-1046-22.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

⚙ **Instant Download** After Purchase

⚙ **100% Money Back** Guarantee

⚙ **365 Days** Free Update

⚙ **800,000+** Satisfied Customers

QUESTION 1

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

A. Deny the workflow on behalf of the assigned Approver.

B. Approve the workflow on behalf of the assigned Approver.

C. Push back the workflow to another Approver.

D. Reassign the workflow to another Approver.

Correct Answer: D

QUESTION 2

As part of a client\\'s configuration requirements, they have indicated that they want to create divisions by

Line of Business within HCM Cloud.

After creating them in which two ways cam you associate workers with a specific division? (Choose two.)

A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker\\'s assignment, you select the appropriate division through that flexfield segment.

C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.

D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: AC

As part of a client\\'s configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define- divisions.htm#FAGHC-GUID-E9C6B32B-2F2B-4E6C-B136-C4A4A4F4A4E2

QUESTION 3

What are three advantages of using Position Synchronization? (Choose three.)

A. If you use Position Synchronization, Manager Self Service cannot be used.

B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.

C. For synchronized attributes, any position update will automatically be pushed to the incumbents\\' assignments.

D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

QUESTION 4

Which two statements are true about Action and Action Reasons? (Choose two.)

A. There is always a one-to-one relationship between Action Type and Action.

B. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

QUESTION 5

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

A. 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.

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 cease to exist when a person is terminated from an organization.

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: ABD