



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

Oracle Global Human Resources Cloud 2022 Implementation
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**QUESTION 1**

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- C. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

Correct Answer: A

QUESTION 2

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 3

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate and the salary basis are tied to different legislative data groups.

Correct Answer: D

If the grade rate and the salary basis are not both linked to the same legislative data group, then the compa-ratio



information will not display. This is because the compa-ratio is calculated by comparing the employee's salary to the minimum and maximum salary for the grade and legislative data group. If the grade and salary basis are not both linked to the same legislative data group, then the compa-ratio cannot be calculated.

QUESTION 4

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Correct Answer: ABD

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

QUESTION 5

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

- A. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- B. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- D. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Correct Answer: A

The ORAPEREMPLDEFAULTBUSINESSTITLEFROM profile option is used to determine how the Business Title field of a worker is defaulted when the worker's assignment is updated using one of the worker employment responsive flows. The available options are Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, and Allow Override if Position Data is Overridden. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/page-composer.htm#FAGHC-GUID-7E3C3BE2-77A8466F-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-D851-45B7A629-C00BC1D4A4F> [3] Ties to Your Home Country and Residence Abroad - <https://blog.immigroup.com/us-visa-requirements-ties-to-your-home-country>



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