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

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. First add the grade to a grade ladder, then add the rates for each step.
- D. Use the Default Grade rates that are available upon creating grades.
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE

QUESTION 2

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?

- A. Create another assignment with the return date as the effective date.
- B. Entering the return will automatically re-instate the record on the return date.
- C. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. 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.

Correct Answer: D

This is the best way to reinstate the manager's records in the source legal employer, as it ensures that the return date is recorded and the records are reinstated exactly when the manager returns. References: [1] Oracle HCM Cloud 2022 Implementation Guide - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html>

QUESTION 3

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.)

- A. the name fields that appear in the Person Details section when you are hiring an employee



- B. the appearance of a worker's name when it appears in search results
- C. what name fields are required when completing the Person Details section when hiring or updating a worker's person details
- D. the way a worker's name appears on top of employee-level pages

Correct Answer: CD

As an implementation consultant, you can configure Person Name Format within Workforce Information to determine what name fields are required when completing the Person Details section when hiring or updating a worker's person details, as well as the way a worker's name appears on top of employee-level pages. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/globalhuman-resources/2022/fahgj/configure-person-name-format.htm#FAGHC-GUID-5A6D2A6A-1B86-4A9AB17D-B890A5E3D3FA>

QUESTION 4

As an implementation consultant, you need to configure different rules for the Transfer transaction.

Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Business Unit, Location, Position, Action, and Worker Type
- B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

Correct Answer: B

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 to meet this requirement of the client?

- A. 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.
- 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 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.
- D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Correct Answer: C



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