



# 1Z0-1046<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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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

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### QUESTION 2

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 3

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field drop-down.

What is preventing you from selecting the action?

- A. The employee already has multiple assignments within that legal employer.
- B. Employment Model 2-Tier multiple assignment have not been enabled at the enterprise and/or the legal entity level.
- C. The employee has no active work relationships.
- D. The employee has a suspended assignment.

Correct Answer: D

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**QUESTION 4**

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior. (Choose two.)

- A. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- D. The employee is working as an employee in Finance Department.
- E. The employee is inactive as of 01-Jan-2015.

Correct Answer: AE

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**QUESTION 5**

As an implementation consultant, you have defined multiple grades for each job and position. While defining assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to Yes at user level.
- B. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to No at site level.
- C. PER\_ENFORCE\_VALID\_GRADES is set to Yes at site level.
- D. GRADE\_PAY\_RATE\_TYPE is set to No at site level.
- E. PER\_ENFORCE\_VALID\_GRADES is set to No at site level.

Correct Answer: E

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