



1Z0-1046^{Q&As}

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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**QUESTION 1**

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

QUESTION 2

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

QUESTION 3

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago.

Which statement is correct about the person number for the employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.
- C. The employee continues with her old person number if global sequence is used for person number.



D. The employee has a person record with the enterprise so she will continue with the same person number.

Correct Answer: D

QUESTION 4

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.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade has grade rates defined.
- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

QUESTION 5

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?

- A. The Person Management page search does not support Job attribute keywords.
- B. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Correct Answer: D