



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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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

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

<https://www.pass4itsure.com/1z0-1046.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**

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes into error because it was not auto-claimed.
- E. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: AC

---

**QUESTION 2**

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 3**

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

---

#### QUESTION 4

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Educate users to use the country-specific address format only.
- C. Effective End Date for geography validation is end of time.
- D. Set the geography validation level to Error instead of No Validation.

Correct Answer: D

---

#### QUESTION 5

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Time Sheet
- B. Absences
- C. Standard Working Hours
- D. Calendar Events
- E. Contract Data

Correct Answer: BCD

[Latest 1Z0-1046 Dumps](#)

[1Z0-1046 Practice Test](#)

[1Z0-1046 Exam Questions](#)