



# 1Z0-1046-22<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2022 Implementation  
Professional

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**QUESTION 1**

Which three statements are true about Person Number? (Choose three.)

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

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**QUESTION 2**

A 'Business Visa Introduction Letter' is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter the system can store a copy, which the user downloads whenever it is required.

Where are the document templates configured, before they are associated with the appropriate Document Type?

- A. BI Publisher (BIP)
- B. Page Composer
- C. Design Studio
- D. Oracle Transnational Business Intelligence (OTBI)

Correct Answer: B

Explanation: Document templates are configured in Page Composer, which is a tool for creating and managing page layouts, page content, and page definitions. The document templates are associated with the appropriate Document Type, and can then be accessed and downloaded when needed. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/page-composer.htm#FAGHC-GUID-7E3C3BE2-77A8-466F-A7FA-CCA9A7677F20>

[2] Oracle HCM Cloud Page Composer Guide - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/page-composer-guide.pdf#GUID-DE9CC719-D851-45B7-A629-C000BC1D4A4F>

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**QUESTION 3**

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

- A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier



employment model can be created to hire new employees within the same legal employer.

- B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.
- C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.
- D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Correct Answer: D

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#### QUESTION 4

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records cease to exist when a person is terminated from an organization.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

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#### QUESTION 5

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing.
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

Correct Answer: B

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## QUESTION 6

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the ORA\_PER\_JOURNEYS\_ENABLED profile option with the Manage Administrator Profile Values task.
- C. Enable the Journeys option to either the Manage Enterprise HCM Information task.
- D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: D

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21a/faigh/checklists.html#FAIGH4322443>

To enable Journeys in HCM Cloud, you need to enable the Journeys option to the Manage Legal Entity HCM Information task. This task is located in the Setup and Maintenance work area, and can be accessed via the Navigator menu. Once you are in the task, select the Legal Entity for which you want to enable Journeys, and then select the Edit button. On the Edit Legal Entity page, scroll down to the Journeys section, and select the Enable Journeys checkbox.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/enable-journeys.htm#FAGHC-GUID-2F2BBF7E-15FB-4D8F-B9B47A4A4BECBE7F>

## QUESTION 7

As part of a client's configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways can you associate workers with a specific division? (Choose two.)

- A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.
- B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker's assignment, you select the appropriate division through that flexfield segment.
- C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.
- D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: AC

As part of a client's configuration requirements, they can create divisions by Line of Business within HCM Cloud, and associate workers with a specific division by using the Division field on a position (if they are using positions) or the Division field on the worker assignment when a worker is hired. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/define-divisions.htm#FAGHC-GUID->



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### QUESTION 8

You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. January 1, 2015
- B. June 12, 2015
- C. July 11, 2015
- D. August 15, 2015

Correct Answer: B

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### QUESTION 9

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

Which method should be used?

- A. Automatic Upon Final Save
- B. Automatic Upon Final Submission
- C. Automatic Prior to Final Save
- D. Automatic Prior to Submission

Correct Answer: A

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### QUESTION 10

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation



D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: C

Explanation: On the Manage Legal Employer information task, you can override the work day information, the person number generation method, the employment model, the position synchronization configuration, and the worker number generation. These values were configured on the Enterprise HCM Information task and will be used by the Manage Legal Employer information task to create the legal employer records.

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#### QUESTION 11

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: E

To achieve the required functionality, an eligibility profile needs to be created and associated with the checklist template. This will ensure that the checklist is automatically allocated to persons who satisfy the criteria built into the eligibility profile. Reference: [1] Oracle Cloud HCM: Configuring Onboarding Checklists and Tasks, [2] Oracle Cloud HCM: Configuring Eligibility Profiles.

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#### QUESTION 12

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

- A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- B. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- C. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.



Correct Answer: D

Explanation: To enable the action of Legal Employer Transfer on the employment record, you need to create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer. This action type is used for the action of Legal Employer Transfer, and is different than the Global Transfer action type. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/manage-action-types.htm#FAGHC-GUID-C801E2F28F0A-4BFC-9A9C-F9A8B1F7A71E> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/manage-actions.htm#FAGHC-GUID-E8FCBD3C-3F6443E7-A5C8>

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### QUESTION 13

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

Correct Answer: B

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### QUESTION 14

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 15

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker



B. Person of Interest

C. Contingent Worker

D. Employee

E. Non-Worker

F. Pending Worker

Correct Answer: CDEF

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