

## Oracle.1Z0-1046-22.v2024-04-30.q49

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### NEW QUESTION: 1

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR has access to Oracle Global Human Resources Cloud department.
- B. PhD is a sensitive keyword and is used elsewhere in the person's information.
- C. HR does not have access to the "Experience and Qualification" card.
- D. Areas of expertise is public information.
- E. HR does not have access to other departments where employees are "PhD".

**Answer: D (LEAVE A REPLY)**

### NEW QUESTION: 2

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

- A. Make sure it is a free-form content type.
- B. Do nothing. After the content type is created, it is available for use in all applications.
- C. Specify a Subscriber Code for the content type.
- D. Make sure it is a non-free-form content type.

**Answer: C (LEAVE A REPLY)**

### NEW QUESTION: 3

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

- A. content subscriber
- B. rating model
- C. educational establishment
- D. content library
- E. instance qualifier

**Answer: E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 4**

There has been a re-organization requiring all the employees of Department A to be moved to Department B.

Which option will enable this activity to be addressed in a single request?

- A. Run the Send Pending LDAP Requests process.
- B. Run the Synchronize Person Records process.
- C. Run the Refresh Manager Hierarchy process.
- D. Run the Mass Update process.

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 5**

Which three options are true regarding Grade Ladders? (Choose three.)

- A. A Grade Ladder can be created with a combination of both grades and grades with steps.
- B. Five types of Grade Ladders are available.
- C. Two types of Grade Ladders are available.
- D. Grade Ladders are used to group grades or grades with steps.
- E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

**Answer: C,D,E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 6**

While promoting an employee in the system, it is required that the HR Specialist is able to see the name of the next three jobs the employee can progress to in the list of values contained in the Job field.

Which setup meets this requirement?

- A. Benchmark all the jobs in the system.
- B. Create an appropriate job set.
- C. Job Evaluation criteria must be set up during job creation.
- D. Descriptive flex fields must be defined to hold Progression Job Information.
- E. Progression Job Information must be defined during job creation.

**Answer: E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 7**

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A. Manual worker-number generation for a legal employer can be selected at any time.
- B. There are no conditions. The worker generation method can be changed to automatic at any time.
- C. No Employee or Contingent Worker work relationships should exist for that legal employer.
- D. The employment model selected should be one-tier.
- E. The employment model selected should be three-tier.

**Answer: A,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 8**

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. Add the rates separately using the Manage Grade Rates task.
- B. First add the grade to a grade ladder, then add the rates for each step.
- C. First add the rates for each step, then add the grade to a grade ladder.
- 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.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 9**

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.

**Answer: D ([LEAVE A REPLY](#))**

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-](https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/hr-cloud-implementation-guide.pdf)

[guide.pdf](https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html) [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/index.html>

#### **NEW QUESTION: 10**

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

- A. Legal Employer, Division, and Country
- B. Enterprise HCM Information, Division, and Department
- C. Enterprise HCM Information and Legal Employer
- D. Legal Employer, Division, and Business Unit

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 11**

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Department and location can be defined for a Position.
- B. Jobs are shared by Sets and Positions are assigned to Business Units.
- C. When creating Positions, the grades that are specified for the job become the default grades for the Position.
- D. Jobs and Positions are shared by Sets.

**Answer: A,B,C (LEAVE A REPLY)**

#### **NEW QUESTION: 12**

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.

Identify three possible reasons for the system error. (Choose three.)

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

**Answer: B,D,E (LEAVE A REPLY)**

#### **NEW QUESTION: 13**

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. Design Studio
- B. Oracle Transnational Business Intelligence (OTBI)

C. BI Publisher (BIP)

D. Page Composer

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 14**

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

A. A legal entity must comply with regulations and local jurisdictions.

B. A legal entity may act as a virtual organization.

C. A legal entity can be identified as a legal employer in Human Capital Management.

D. A legal entity can own assets, record sales, pay taxes, and perform transactions.

E. Legal entities are not responsible for payment of social insurance.

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 15**

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.

**Answer: D (LEAVE A REPLY)**

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-C801E2F2-8F0A-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-3F64-43E7-A5C8>

#### **NEW QUESTION: 16**

Identify the set enabled objects that are used for partitioning reference data.

A. legal entity, department, division, location

B. jobs, grades, salary plan, rates

C. department, location, jobs, grades

D. enterprise, legal entity, business unit, position

**Answer: C (LEAVE A REPLY)**

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**NEW QUESTION: 17**

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
- B. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- C. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- D. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- E. Legal authorities are defined in Enterprise Structure Configurator.

**Answer: C,D,E (LEAVE A REPLY)**

**NEW QUESTION: 18**

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve
- B. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- C. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- D. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 19**

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

- A. using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- B. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- C. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information
- D. associating a calendar event category with the worker's assignment

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 20**

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

- A. A person who already has a person record cannot be a Pending Worker.
- B. An employee number is associated with a Pending Worker.
- C. A person number is associated with a Pending Worker.
- D. This is a person for whom you create a person record that is effective before the hire date.

**Answer: A,C,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 21**

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction.

Now that you have created the rule, how do you test it?

- A. Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.
- B. Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.
- C. While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.
- D. Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

**Answer: ([SHOW ANSWER](#))**

In order to test the rule you have configured for the Promote transaction, you will need to publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. By doing so, you will be able to see

the Position field display and there will be an asterisk next to the field indicating it is required. This is the most accurate way to test the rule as it will ensure that the correct logic is being applied to the correct users and workers.

#### **NEW QUESTION: 22**

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment.

How do you migrate these changes to your production environment?

- A.** Use the Configuration Package capabilities within the Configuration > Migration work area.
- B.** Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.
- C.** Use the Configuration Set Migration tool within the Configuration > Migration work area.
- D.** Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.

**Answer: C** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 23**

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

**Answer: D** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 24**

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity.

Identify the correct statement about this.

- A.** Oracle applications contain certain predefined system lookups that are locked for editing.
- B.** You can create new lookup types but cannot modify the existing ones.
- C.** The system administrator must enable the lookup before it is modified in the work area.
- D.** You can access the task for profile options from the Setup and Maintenance menu.
- E.** You cannot add new lookup codes and meanings to the existing lookup types.

**Answer: A** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 25**

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

- A.** The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.
- B.** The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.
- C.** The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.
- D.** The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

**Answer: A,D (LEAVE A REPLY)**

If the worker you are using to test has a current assignment that is suspended, then you will not be able to add a second assignment while the first is suspended. Additionally, if the employment model is set to single-assignment on either the enterprise level and/or the legal entity level, then you will not be able to add an additional assignment.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/manage-employment-model.htm#FAGHC-GUID-B6D1F6DB-7C3F-4A3E-A64E-C719C2E6D9B6> [2] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human>

#### **NEW QUESTION: 26**

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

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 27**

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A.** The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B.** The Person Profile is not created for any of the employees in the new instance.
- C.** The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.
- D.** The seeded HR Specialist role does not have access to hire the worker in the instance.
- E.** The Refresh Manager Hierarchy process is not run in the instance.

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 28**

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. You must map geography to reporting establishments for reporting purposes.
- B. You must identify the top-level of geography as Country and define a geography type.
- C. It is mandatory to define geography validations before geography hierarchy can be defined.
- D. Geography type can either be defined by a user or can be geopolitical.
- E. You must set geography validation for the specific address style for a country.

**Answer: B,D,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 29**

An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago. She will start her employment at France office next month.

Which statement is correct about the Person Number and Assignment Number for this employee?

- A. The employee's new person number will be her previous number suffixed by -1.
- B. The employee has a person record with the enterprise so she will continue with the same person number but get a new assignment number within her new work relationship with the France Legal Employer.
- C. The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.
- D. The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 30**

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER\_ENFORCE\_VALID\_GRADES profile option is set to N.
- C. The position has more than one valid grade assigned.
- D. The PER\_DEFAULT\_GRADE\_JOB\_POSITION profile option is set to N.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 31**

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Person Number at the Enterprise Level is set to Automatic before submission.
- C. Person Number at the Enterprise Level is set to Automatic after final save.
- D. Worker Number at the Enterprise Level is set to Manual.

**Answer: C (LEAVE A REPLY)**

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### **NEW QUESTION: 32**

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to archive the required functionality?

- A. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- B. 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.
- C. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.

**Answer: A (LEAVE A REPLY)**

### **NEW QUESTION: 33**

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have opted for an adhoc route.
- B. The second level approver might have executed a pushback on the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have rejected the request.
- E. The second level approver might have approved the request.

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 34**

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

- A.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C.** Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- D.** Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 35**

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

- A.** The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- B.** A new work relationship in the destination legal employer is not created automatically.
- C.** The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- D.** A new worker relationship in the destination legal employer is created automatically.
- E.** The Human Resource Representative cannot override the default changes.

**Answer: (SHOW ANSWER)**

Reference

[https://docs.oracle.com/cloud/r13\\_update17b/globalcs\\_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739](https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739)

**NEW QUESTION: 36**

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

**Answer: C (LEAVE A REPLY)**

### **NEW QUESTION: 37**

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

**Answer: C,D (LEAVE A REPLY)**

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/global-human-resources/2022/fahgj/configure-person-name-format.htm#FAGHC-GUID-5A6D2A6A-1B86-4A9A-B17D-B890A5E3D3FA>

### **NEW QUESTION: 38**

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

- A. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- B. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

**D.** Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

**Answer: A (LEAVE A REPLY)**

The ORAPEREMPLDEFAULTBUSINESSTITLEFROM profile option is used to determine how the Business Title field of a worker is defaulted when the worker's assignment is updated using one of the worker employment responsive flows. The available options are Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, and Allow Override if Position Data is Overridden.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/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-human-resources/2022/fahgj/page-composer-guide.pdf#GUID-DE9CC719-D851-45B7-A629-C000BC1D4A4F> [3] Ties to Your Home Country and Residence Abroad - <https://blog.immigroup.com/us-visa-requirements-ties-to-your-home-country>

### **NEW QUESTION: 39**

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A.** Create a new content type, create content items for that type, link the content type to the person profile.
- B.** Create a new content item, create a new content type, link the content item to the model profile.
- C.** Create a new content item, create a new content type, link the content item to the person profile.
- D.** Create a new content type, create content items for that type, link the content type to the model profile.

**Answer: D (LEAVE A REPLY)**

### **NEW QUESTION: 40**

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction.

Now that you have created the rule, how do you test it?

- A.** Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.
- B.** While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.

**C.** Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

**D.** Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 41**

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

**A.** Reorder the pages/tabs of Person Spotlight.

**B.** Change the content that displays within a page/tab.

**C.** Add additional pages/tabs.

**D.** Change name of a page/tab.

**Answer: A,C (LEAVE A REPLY)**

As an implementation consultant, you can configure Person Spotlight within HCM Experience Design Studio by reordering the pages/tabs of Person Spotlight and adding additional pages/tabs. You can also change the content that displays within a page/tab, as well as the name of a page/tab.

References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-human-resources/2022/fahgj/configure-person-spotlight.htm#FAGHC-GUID-82E1E6B9-717F-4EFD-A3F0-2E362F0A3CCD>

#### **NEW QUESTION: 42**

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 way a worker's name appears on top of employee-level pages

**B.** what name fields are required when completing the Person Details section when hiring or updating a worker's person details

**C.** the appearance of a worker's name when it appears in search results

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

**Answer: B,C (LEAVE A REPLY)**

#### **NEW QUESTION: 43**

Which three options define Locations?

**A.** A location identifies the physical addresses of a workforce structure, such as a department.

**B.** Locations that are created can be represented on a map for easier identification and access.

**C.** Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.

D. Locations that are created can be represented as a tree and can be used in the security profile.

**Answer: A,B,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 44**

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade and the salary basis are tied to different legislative data groups.
- B. The grade rate was not linked to the salary basis.
- C. The grade rate and the salary basis are tied to different frequencies.
- D. The grade rate and the salary basis are tied to different legislative data groups.

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 45**

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

- A. Change name of a page/tab.
- B. Reorder the pages/tabs of Person Spotlight.
- C. Change the content that displays within a page/tab.
- D. Add additional pages/tabs.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 46**

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 dropdown.

What is preventing you from selecting the action?

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

**Answer: B ([LEAVE A REPLY](#))**

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**NEW QUESTION: 47**

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

**Answer: C (LEAVE A REPLY)**

When searching for an employee's schedule in HCM Cloud, the application will search in the following order: Published schedules, Primary work schedule, Employment work week, Standard working hours. This order is based on the level of specificity, with the most specific option (Published schedules) being searched first. If the employee does not have a Published schedule, then the Primary work schedule will be searched, followed by the Employment work week, and finally the Standard working hours.

**NEW QUESTION: 48**

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.

**Answer: (SHOW ANSWER)**

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.

**NEW QUESTION: 49**

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)

**Answer: B (LEAVE A REPLY)**

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-human-resources/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-human-resources/2022/fahgj/page-composer-guide.pdf#GUID-DE9CC719-D851-45B7-A629-C000BC1D4A4F>

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