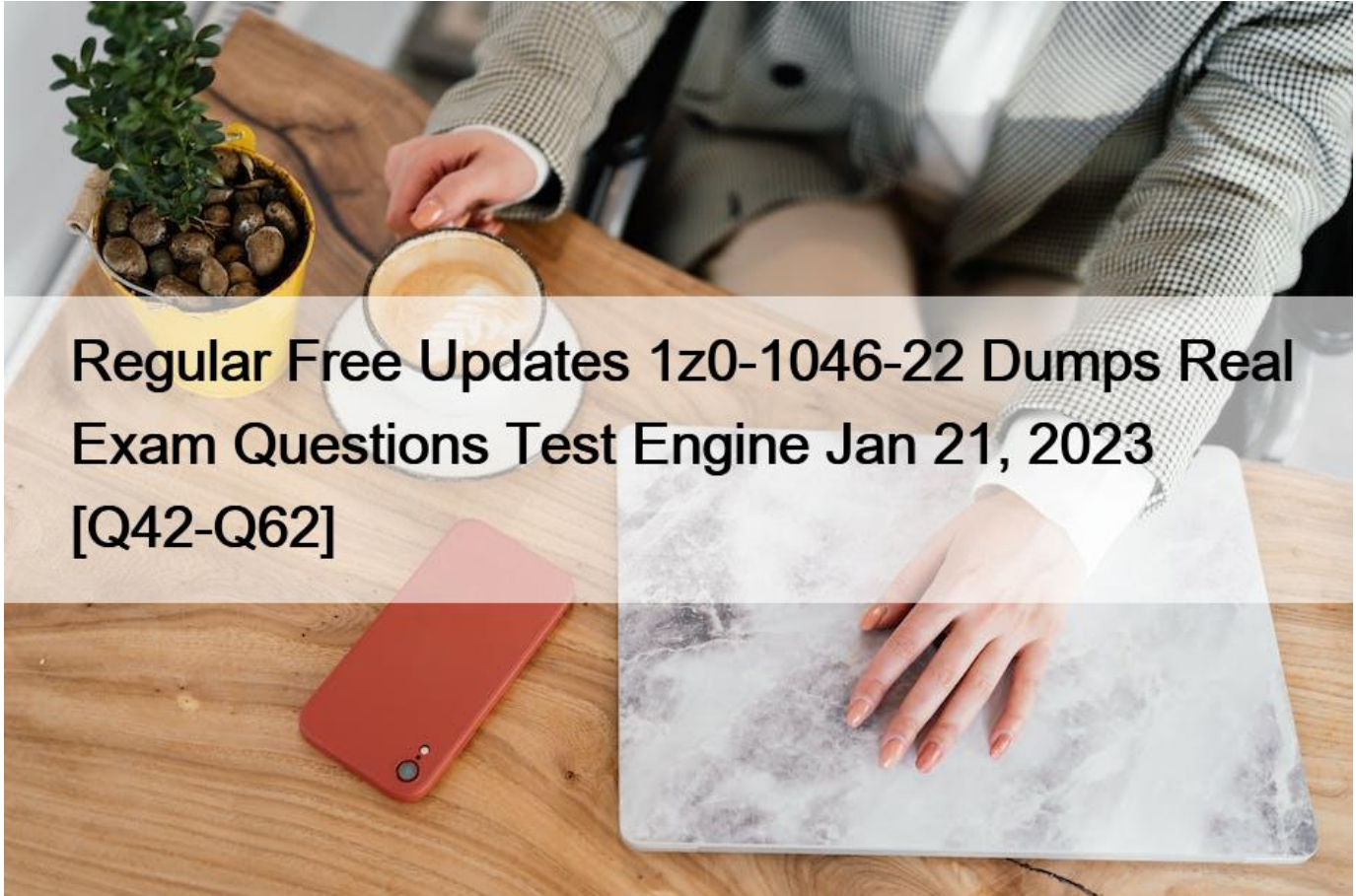


## Regular Free Updates 1z0-1046-22 Dumps Real Exam Questions Test Engine Jan 21, 2023 [Q42-Q62]



## Regular Free Updates 1z0-1046-22 Dumps Real Exam Questions Test Engine Jan 21, 2023 [Q42-Q62]

**Regular Free Updates 1z0-1046-22 Dumps Real Exam Questions Test Engine Jan 21, 2023 Practice Test Questions Verified Answers As Experienced in the Actual Test! Q42.** Select three correct Workforce Structure definitions. (Choose three.)

- \* Department
- \* Location
- \* Division
- \* Geography
- \* Facility
- \* Country

**Q43.** 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.

- \* 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.
- \* A new work relationship in the destination legal employer is not created automatically.
- \* The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive

Payroll Eligible by default.

- \* A new worker relationship in the destination legal employer is created automatically.
- \* The Human Resource Representative cannot override the default changes.

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)

**Q44.** 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?

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

**Q45.** Which three options are true regarding Grade Ladders? (Choose three.)

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

**Q46.** Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- \* 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.
- \* All the employees whose employment record has the  Working as Manager  check box marked as  Yes ; can appear in the drop-down list.
- \* The line manager search is based on the public person security access.
- \* 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.

**Q47.** Your organization uses Calendar Events to track public holidays.

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

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

**Q48.** 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?

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

**Q49.** A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies 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?

- \* The application cannot identify the matching record and there will be two person records available for further processing.
- \* 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.
- \* Because the national identifier has changed, the system cannot identify the matching record.
- \* The application searches for the availability of date of birth and middle name to identify the matching record.

**Q50.** 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?

- \* 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.
- \* The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.
- \* 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.
- \* 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.

**Q51.** A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

- \* The saved transaction was rejected by the approval authority.
- \* An identical transaction that was initiated for the person by another user was applied to the database.
- \* The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.
- \* The saved transaction was withdrawn by HR.

**Q52.** As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve.

Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose two.)

- \* Enter APPROVE in the Auto Action field.
- \* Set up dynamic approval rule.
- \* Enter AUTO APPROVE in the Auto Action field.
- \* Set Auto Action Enabled to True.
- \* Select Number of Levels as 0.

**Q53.** A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- \* The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- \* Action Reasons were not defined in the checklist.
- \* The Action associated with the checklist does not match the Action selected during the termination process.
- \* Action Type was not defined for the checklist.

**Q54.** 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?

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

**Q55.** As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- \* A legal entity may act as a virtual organization.
- \* A legal entity must comply with regulations and local jurisdictions.
- \* A legal entity can be identified as a legal employer in Human Capital Management.
- \* A legal entity can own assets, record sales, pay taxes, and perform transactions.
- \* Legal entities are not responsible for payment of social insurance.

**Q56.** 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?

- \* The employee's new person number will be her previous number suffixed by -1.
- \* 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.
- \* 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.
- \* 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.

**Q57.** Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- \* Create a free-form content type and a new content item.
- \* Create a new content type and content item.
- \* Use a seeded content type and a new content item.
- \* Create a new content type but a seeded content item.
- \* Create a free-form content type without a content item.

**Q58.** A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- \* Global Transfer
- \* Transfer
- \* Temporary Assignment
- \* Global Temporary Assignment

**Q59.** 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?

- \* January 1, 2015
- \* June 12, 2015
- \* July 11, 2015
- \* August 15, 2015

**Q60.** You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- \* organization, job, division, geographies
- \* organization, position, division, geographies
- \* organization, position, department, geographies
- \* organization, job, department, geographies
- \* organization, position, division, establishment

**Q61.** During implementation, a two-tier employment model &#8211; multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- \* The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- \* If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- \* The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
- \* The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

**Q62.** 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.)

- \* Calendar Events
- \* Absences
- \* Standard Working Hours
- \* Time Sheet
- \* Contract Data

### Oracle 1z0-1046-22 Exam Syllabus Topics:

TopicDetailsTopic 1- Manage Approval Transactions- Explain Approval PoliciesTopic 2- Checklists, Schedules, Trees and Journeys- Manage the workforce lifecycleTopic 3- Workflow, Approvals, and Notifications- Maintain workforce informationTopic 4- Define Workforce Structures- Create Legal Entities for HCMTopic 5- Configure Directory Person Keyword Searches- Manage Approval Rules and Approver TypesTopic 6- Define Calendar Events and Geography Trees- Use effective dating and actions

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