Oracle

1Z0-1046-23
Oracle Global Human Resources Cloud 2023 Implementation Professional

Questions And Answers PDF Format:

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Version = **Product**

Latest Version: 6.0

Question: 1

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?
Response:

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

Answer: A

Question: 2

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

A. legal entity, department, division, location
B. jobs, grades, salary plan, rates
C. enterprise, legal entity, business unit, position
D. department, location, jobs, grades

Answer: D

Question: 3

Your customer wants the Activities and Interests card to be available to all workers in the organization so that they can key in their information before performance appraisals.
Which option will help the administrator to enable worker control on the Activities and Interests card?
Response:

A. Edit Public Settings > Activities and Interests, and then select Everyone under Default Visibility.
B. Edit Public Settings > Activities and Interests, and then select Assign User Control
C. Edit Public Settings > Activities and Interests, and then select My Managers under Default Visibility.
D. Edit Public Settings > Activities and Interests, and then select Default Card
E. Edit Public Settings > Activities and Interests, and then select Allow User Control
F. Edit Public Settings > Activities and Interests, and then select Display.

Question: 4

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

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: ABC

Question: 5

Which option correctly describes free-form content types?
Response:

A. They do not contain relationships or properties until you add them to a profile type.
B. They contain relationships and properties as part of the profile type.
C. They do not contain relationships but contain properties as part of the profile type.
D. They contain relationships and do not contain properties until you add them to the profile type.

Answer: A

Question: 6

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.)
Response:

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

Question: 7

A public holiday message is displayed on the gallery page for the German employees of the organization. Identify two reasons why the holiday message can also be viewed by some of the French employees on their portrait page.
(Choose two.)
Response:

A. The employees are terminated.
B. The event message under the "Public Holiday" calendar event category is viewed by everybody.
C. The French employees have their primary work schedule associated with the "Public Holiday" calendar event category.
D. The French region is associated with the calendar event.
E. The "Public Holiday" calendar event category controls the visibility of the calendar event massages.

Answer: CD

Question: 8

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?
Response:

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

Answer: A

Question: 9

A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What could be the reason for this behavior?
Response:

A. The saved transaction was withdrawn by HR.
B. An identical transaction that was initiated for the person by another user was applied to the database.

C. The saved transaction was rejected by the approval authority.
D. The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

Answer: B

Question: 10

What are used as templates to create profiles?
Response:

A. Profiles
B. Profile types
C. Content Items
D. Content type

Answer: B