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問題集

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Exam : **1Z0-1046**

Title : Oracle Global Human
Resources Cloud 2019
Implementation Essentials

Version : DEMO

1.Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Answer: A

2.Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- B. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment
- C. 2-tier multiple assignment, 2-tier single assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment

Answer: C

3.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. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. First add the grade to a grade ladder, then add the rates for each step.
- E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Answer: B,E

4.An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar years?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

Answer: B

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

- A. Grade Ladders are used to group grades or grades with steps.
- B. Five types of Grade Ladders are available.
- C. A Grade Ladder can be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

Answer: A,C,D