



ORACLE 1Z0-1046-20

Oracle Global Human Resources Cloud Implementation Essentials
Certification Questions & Answers

Exam Summary – Syllabus – Questions

1Z0-1046-20

**Oracle Global Human Resources Cloud 2020 Certified Implementation
Specialist**

58 Questions Exam – 70% Cut Score – Duration of 85 minutes

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Know Your 1Z0-1046-20 Certification Well:

The 1Z0-1046-20 is best suitable for candidates who want to gain knowledge in the Oracle Global Human Resources Cloud. Before you start your 1Z0-1046-20 preparation you may struggle to get all the crucial Global Human Resources Cloud Implementation Essentials materials like 1Z0-1046-20 syllabus, sample questions, study guide.

But don't worry the 1Z0-1046-20 PDF is here to help you prepare in a stress free manner.

The PDF is a combination of all your queries like-

- What is in the 1Z0-1046-20 syllabus?
- How many questions are there in the 1Z0-1046-20 exam?
- Which Practice test would help me to pass the 1Z0-1046-20 exam at the first attempt?

Passing the 1Z0-1046-20 exam makes you Oracle Global Human Resources Cloud 2020 Certified Implementation Specialist. Having the Global Human Resources Cloud Implementation Essentials certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

Oracle 1Z0-1046-20 Global Human Resources Cloud Implementation Essentials Certification Details:

Exam Name	Oracle Global Human Resources Cloud 2020 Implementation Essentials
Exam Code	1Z0-1046-20
Exam Price	USD \$245 (Pricing may vary by country or by localized currency)
Duration	85 minutes
Number of Questions	58
Passing Score	70%
Format	Multiple Choice Questions (MCQ)

Recommended Training	Oracle Global Human Resources Cloud 2020 Certified Implementation Specialist Oracle Global Human Resources Cloud Learning Subscription
Schedule Exam	<u>Pearson VUE</u>
Sample Questions	<u>Oracle Global Human Resources Cloud 2020 Certified Implementation Specialist (OCS)</u>
Recommended Practice	<u>1Z0-1046-20 Online Practice Exam</u>

1Z0-1046-20 Syllabus:

People Management	<ul style="list-style-type: none"> - Explain the Fusion Person Model - Manage the workforce lifecycle - Maintain worker directories - Maintain workforce records - Configure Directory Person Keyword Searches - Using the HCM Design Studio
Profile Management	<ul style="list-style-type: none"> - Explain profile types - Configure workforce profiles
Workforce Structures	<ul style="list-style-type: none"> - Create organizations and divisions - Use effective dating and actions - Set Up Enterprise HCM Information - Create Legal Entities for HCM - Define Workforce Structures - Define Grades - Define Jobs - Define Positions - Define Geographies - Define Enterprise Structure
Checklists, Schedules and Trees	<ul style="list-style-type: none"> - Create Checklists - Define Schedules - Configure Profile Options and Lookups - Define Calendar Events and Geography Trees - Configure Trees
Workflow, Approvals, and Notifications	<ul style="list-style-type: none"> - Explain Approval Policies - Manage Approval Rules and Approver Types - Deploy Notifications - Manage Approval Transactions

Oracle 1Z0-1046-20 Sample Questions:

Question: 1

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.)

- 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 messages.

Answer: c, d

Question: 2

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?

- 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.

Answer: a

Question: 3

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.)

- 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: a, b, c

Question: 4

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- a) Enable "Allow Reorder" in Portrait Settings for all the portrait cards.
- b) Change the order of the cards by using Portrait Settings.
- c) Change the default card to "User Account Details" in Portrait Settings.
- d) Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.
- e) Enable 'Allow User Control' in Portrait Settings for all the portrait cards.

Answer: d

Question: 5

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?

- 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: 6

You are implementing Oracle Global Human Resources Cloud for a customer. What is the correct order of implementing the Action Framework?

- a) Action, Action Type, Action Reason
- b) Action, Action Reason, Action Type
- c) Action Type, Action, Action Reason
- d) Action Type, Action Reason, Action

Answer: c

Question: 7

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) 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: 8

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) enterprise, legal entity, business unit, position
- d) department, location, jobs, grades

Answer: d

Question: 9

What are used as templates to create profiles?

- a) Profiles
- b) Profile types
- c) Content Items
- d) Content type

Answer: b

Question: 10

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) 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.

Answer: b, c, d

Study Guide to Crack Oracle Global Human Resources Cloud Implementation Essentials 1Z0-1046-20 Exam:

- Getting details of the 1Z0-1046-20 syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the 1Z0-1046-20 exam.
- Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.
- Joining the Oracle provided training for 1Z0-1046-20 exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
- Read from the 1Z0-1046-20 sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
- Practicing on 1Z0-1046-20 practice tests is must. Continuous practice will make you an expert in all syllabus areas

Reliable Online Practice Test for 1Z0-1046-20 Certification

Make DBExam.com your best friend during your Oracle Global Human Resources Cloud 2020 Implementation Essentials exam preparation. We provide authentic practice tests for the 1Z0-1046-20 exam. Experts design these online practice tests, so we can offer you an exclusive experience of taking the actual 1Z0-1046-20 exam. We guarantee you 100% success in your first exam attempt if you continue practicing regularly. Don't bother if you don't get 100% marks in initial practice exam attempts. Just utilize the result section to know your strengths and weaknesses and prepare according to that until you get 100% with our practice tests. Our evaluation makes you confident, and you can score high in the 1Z0-1046-20 exam.

Start Online Practice of 1Z0-1046-20 Exam by visiting URL
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