

# 1Z0-1046-22<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2022 Implementation  
Professional

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

Correct Answer: D

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**QUESTION 2**

Which three options define Locations?

- A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.
- B. Locations that are created can be represented on a map for easier identification and access.
- C. A location identifies the physical addresses of a workforce structure, such as a department.
- D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

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**QUESTION 3**

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined.
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.

D. Action Reasons can be deleted if no longer being used.

Correct Answer: ABC

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#### QUESTION 4

The Promote transaction was configured using Page Composer to require the location field. Another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden when a manager uses Promote transaction.

How does the system determine how the user interface will render?

- A. Transaction Design Studio configurations always override Page Composer configurations.
- B. If modifications were made in both tools and the changes conflict, the last change created in either tool will be applied.
- C. Page Composer configurations always override Transaction Design Studio configurations.
- D. When a user tries to use the Promote transaction. the page will be error when loading.

Correct Answer: A

Explanation: When the Promote transaction was configured using Page Composer to require the location field, and then another change was made to the transaction using the Transaction Design Studio that indicated the location field must be hidden, the Transaction Design Studio configurations will always override the Page Composer configurations. This means that the location field will be hidden when the Promote transaction is used by a manager. References: [1] Oracle HCM Cloud Documentation - <https://docs.oracle.com/en/cloud/saas/global-humanresources/2022/fahgj/configure-transactions.htm#FAGHC-GUID-F11C8F3D-D2F9-4277-97A905F34A1E9E1A>

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#### QUESTION 5

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. First add the grade to a grade ladder, then add the rates for each step.
- 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.

Correct Answer: BE