

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

Oracle Global Human Resources Cloud 2019 Implementation Essentials

**Pass Oracle 1Z0-1046 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.leads4pass.com/1z0-1046.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



**QUESTION 1**

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules\_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. The BPM task NewPersonEmploymentApproval is not set up properly.
- C. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- D. A security profile needs to be defined for the human resource specialist to hire a person.

Correct Answer: B

---

**QUESTION 2**

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- A. Ensure the owner field is set to employee.
- B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- C. Ensure the owner and performer are both set to employee.
- D. Ensure the performer field is set to employee.

Correct Answer: C

---

**QUESTION 3**

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade has grade rates defined.

- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

---

## QUESTION 4

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do to meet this requirement of the client?

- A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.
- D. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

Correct Answer: A

---

## QUESTION 5

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. instance qualifier
- B. content library
- C. rating model
- D. educational establishment
- E. content subscriber

Correct Answer: A

---

[1Z0-1046 PDF Dumps](#)

[1Z0-1046 Practice Test](#)

[1Z0-1046 Study Guide](#)