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最新的 Oracle Global Human Resources Cloud 1z0-1046-24 免費考試真題 (Q44-Q49):

問題 #44

A Human Resource Representative is in the process of transferring an employee from France Subsidiary to US Subsidiary and exercises the option of Global Transfer. Identify the three options for the Global Transfer process. (Choose three.)

- A. The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- B. The Human Resources Representative cannot override the default changes.
- C. The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated.
- D. A new work relationship in the destination legal employer is not created automatically.
- E. A new work relationship in the destination legal employer is created automatically.

答案： A,C,E

解題說明：

Full Detailed in Depth Explanation:

The Global Transfer feature in Oracle HCM Cloud facilitates moving an employee between legal employers within the same enterprise, such as from France Subsidiary to US Subsidiary.

* Option C ("The Human Resources Representative can override the default by deselecting the assignments that are not required to be terminated; these assignments retain their original status and the work relationship is not terminated"): True. During a Global Transfer, the HR representative can choose which assignments to terminate or retain, overriding defaults, as explained in the "Using Global Human Resources" guide.

* Option D ("The existing set of employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default"): True. By default, the source work relationship's assignments are terminated and marked Inactive - Payroll Eligible, preserving payroll history, per standard Oracle behavior.

* Option E ("A new work relationship in the destination legal employer is created automatically"): True.

A Global Transfer automatically creates a new work relationship in the destination legal employer, effective from the transfer date.

* Option A ("A new work relationship in the destination legal employer is not created automatically"):

False. This contradicts the automated nature of Global Transfer.

* Option B ("The Human Resources Representative cannot override the default changes"): False.

Overrides are allowed, as noted in Option C.

問題 #45

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

答案：

解題說明：

See the solution in Explanation below.

Explanation:

This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company, X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its own Payroll Statutory Unit (PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases.

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Entity task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Entity duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entity task is restricted to authorized users.

問題 #46

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

答案: B

解題說明:

Full Detailed In-Depth Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

- * Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.
- * Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.
- * Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.
- * Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

問題 #47

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. There is always a one-to-one relationship between Action Type and Action.
- B. It is mandatory to associate Actions with Action Reasons.
- **C. The history of effective date changes can be tracked well by using the Actions framework.**
- **D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.**

答案: C,D

解題說明:

Full Detailed in Depth Explanation:

Actions and Action Reasons in Oracle HCM Cloud categorize and explain employment events (e.g., hires, terminations), supporting tracking and analytics.

- * Option A ("Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary"): True. Oracle Workforce Predictions leverages Actions (e.g., Termination) and Action Reasons (e.g., Resignation vs. Layoff) to classify terminations, as detailed in the "Using Workforce Predictions" guide.
- * Option B ("The history of effective date changes can be tracked well by using the Actions framework"): True. The Actions framework logs changes (e.g., promotions, transfers) with effective dates, providing a clear audit trail, per the "Implementing Global Human Resources" guide.
- * Option C ("It is mandatory to associate Actions with Action Reasons"): False. Action Reasons are optional; an Action (e.g., Termination) can be recorded without a reason.
- * Option D ("There is always a one-to-one relationship between Action Type and Action"): False. Action Types (e.g., Termination) can have multiple Actions (e.g., Voluntary Termination, Involuntary Termination).

問題 #48

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically." Identify the option that relates to this intended behavior.

- A. Person Number at the Enterprise Level is set to Manual.
- B. Worker Number at the Enterprise level is set to Manual.
- C. Person Number at the Enterprise Level is set to Automatic before submission.
- **D. Person Number at the Enterprise Level is set to Automatic after final save.**

答案: D

解題說明:

Full Detailed in Depth Explanation:

Person Number in Oracle HCM Cloud is a unique identifier for individuals, and its generation method is configured at the enterprise level via the "Manage Enterprise HCM Information" task. The behavior described—showing "Generated Automatically" with no number until the final save—indicates a specific setting.

Option C ("Person Number at the Enterprise Level is set to Automatic after final save") is correct. When configured this way, the Person Number is not assigned during data entry or review but is generated only after the transaction is fully saved. This ensures the number is allocated only when the record is committed, avoiding unused numbers if the process is abandoned. The "Implementing Global Human Resources" guide explains this option under Person Number generation settings.

* Option A ("Person Number at the Enterprise Level is set to Manual") would require manual entry, not automatic generation.

* Option B ("Person Number at the Enterprise Level is set to Automatic before submission") would assign the number earlier, visible during review, contradicting the scenario.

* Option D ("Worker Number at the Enterprise level is set to Manual") is irrelevant, as "Worker Number" is not a standard term here; it's Person Number.

問題 #49

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