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Oracle Global Human Resources Cloud 2020 Implementation Essentials | 1Z0-1046-20

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● Exam Details

Exam Title:	Oracle Global Human Resources Cloud 2020 Implementation Essentials	**Duration:**	85 Minutes
Exam Number:	1Z0-1046-20	**Number of Questions:**	58
Exam Price:	$550 More on exam pricing	**Passing Score:**	70%
		Validated Against:	Exam has been validated against 20B.
Format:	Multiple Choice		

Question 1

NO.1 You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.

B. The Person Profile is not created for any of the employees in the new instance.

C. The Refresh Manager Hierarchy process is not run in the instance.

D. The seeded HR Specialist role does not have access to hire the worker in the instance.

E. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.

Answer: A D

Correct Answer: A E

Question 2

NO.2 The Human Resource Representative of the organization if trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q75-Q80):

NEW QUESTION # 75

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field. Which setup meets this requirement?

- A. Descriptive flexfields must be defined to hold Progression Job Information.
- B. Job Evaluation criteria must be set up during job creation.
- C. Benchmark all the jobs in the system.
- D. Create an appropriate job set.
- E. Progression Job Information must be defined during job creation.

Answer: E

Explanation:
Full Detailed in Depth Explanation:
In Oracle HCM Cloud, job progression information can be configured to assist HR specialists during processes like promotions by displaying potential next jobs in the Job field's list of values (LOV). The requirement here is to show the next three jobs an employee can progress to, which relates to the job setup.
Option E ("Progression Job Information must be defined during job creation") is correct. Oracle allows you to define job progression details when creating or editing a job in the system. This is done via the "Progression Job Information" section in the job definition, where you can specify a job family or progression path, including the next jobs in the sequence. When an HR specialist promotes an employee and searches the Job field, the system can display these related jobs in the LOV based on this setup. The "Implementing Global Human Resources" guide explains how job progression paths can be configured to support career planning and promotion processes.
Option A ("Descriptive flexfields must be defined to hold Progression Job Information") is incorrect because descriptive flexfields (DFFs) are used for custom attributes, not for defining job progression paths natively in the Job field LOV.
Option B ("Create an appropriate job set") is incorrect. Job sets are used to group jobs for reporting or processing, not to define progression paths visible in the Job field.
Option C ("Benchmark all the jobs in the system") relates to compensation benchmarking and does not influence job progression visibility in the LOV.
Option D ("Job Evaluation criteria must be set up during job creation") is about evaluating job worth (e.g., for compensation), not progression paths.
References:
"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Section on Managing Jobs, job progression setup.
"Oracle Human Resources Cloud: Using Workforce Structures" - Details on job configuration.

NEW QUESTION # 76

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- C. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

Answer: A

Explanation:
Full Detailed in Depth Explanation:
In Oracle Global Human Resources Cloud, approval routing policies determine how transactions (e.g., promotions, transfers) are routed for approval. These policies are configured using the "Manage Approval Transactions" task and rely on specific hierarchies and groups.
Option B ("Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups") is correct.

Oracle HCM Cloud supports the following bases for defining approval rules:

Employee Supervisor Hierarchy: Routes approvals through the employee's reporting structure.

Position Hierarchy: Uses the position hierarchy if positions are implemented.

Job Levels: Routes based on job level differences (e.g., requiring higher-level approval for significant changes).

Approval Groups: Predefined groups of approvers for specific transactions.

The "Implementing Global Human Resources" guide confirms these as the standard components.Grades and Organization Hierarchy (e.g., Department or Division) are not directly used in approval routing policies, making other options incorrect.

Option A includes "Grades" and "Organization Hierarchy," which are not standard bases.

Option C omits "Approval Groups," which is a key component.

Option D adds "Organization Hierarchy," which is not supported for approval routing.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Approvals, section on configuring approval policies.

"Oracle Human Resources Cloud: Using Approvals" - Approval routing options.

NEW QUESTION # 77

Contextual Journeys are displayed:

- A. In page or section headers
- B. Only on Thursdays
- C. Via the employees' "Journeys" tile
- D. When initiating a Quick Action

Answer: A

Explanation:

Contextual Journeys in Oracle Global Human Resources Cloud provide relevant guidance or tasks based on the user's current context within the application. Per the "Using Journeys" guide, these journeys are displayed in page or section headers, appearing dynamically when a user is on a relevant page (e.g., during a promotion process, a Contextual Journey might appear in the transaction header). This distinguishes them from Guided Journeys, which are accessed via the Journeys tile. Option A (only on Thursdays) is nonsensical and incorrect.

Option B (Quick Action) relates to transaction initiation, not Contextual Journeys. Option D (Journeys tile) applies to Guided Journeys, not Contextual ones. Thus, Option C is correct.

Reference:Oracle Global Human Resources Cloud - Using Journeys, "Contextual Journeys Overview" section.

NEW QUESTION # 78

As an employee of an organization, you can access your Public Information/Spotlight page within the Directory. What updates are employees allowed to directly make on their own My Public Info page that all users with access to view their Public Spotlight can see?

- A. Home address, area of interest, contact information, profile photo, public message, and background photo
- B. About me, area of expertise, area of interest, contact information, profile photo, public message, and peer information
- C. Area of expertise, area of interest, contact information, profile photo, public message, and HR representative information
- D. About me, contact information, profile photo, public message, favorites, and background photo

Answer: C

Explanation:

In Oracle Global Human Resources Cloud, the Public Information/Spotlight page within the Directory allows employees to share information visible to others with appropriate access. The "Using Global Human Resources" guide under "Directory" specifies that employees can directly update: Area of Expertise (skills or specialties), Area of Interest (professional interests), Contact Information (e.g., work phone, email), Profile Photo, Public Message (a personal note), and HR Representative Information (contact details of their HR rep).

Option C lists these accurately. Option A includes "about me" and "favorites," which are not standard editable fields here. Option B adds "peer information," which isn't employee-editable. Option D includes "home address," which is private and not part of the public profile. Thus, Option C is correct.

Reference:Oracle Global Human Resources Cloud - Using Global Human Resources, "Managing Public Information in Directory" section.

NEW QUESTION # 79

Your customer wants to know how many employees are leaving the organization on their own. What is the correct sequence of steps that you need to perform to meet this requirement?

- A. Create a new action type > Create a new action reason and use it during termination.
- B. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action > Create a new reason and use it during termination.
- E. Create a new action type > Create a new action > Create a new action reason and use it during termination.

Answer: B

Explanation:
To track voluntary terminations in Oracle HCM Cloud, you need a custom action and action reason:
Create a new action(e.g., "Voluntary Exit") via Manage Actions.
Associate it with an existing action type(e.g., "Termination") to categorize it correctly.
Create a new action reason(e.g., "Personal Reasons") and link it to the action, then use it during termination transactions.
This sequence enables reporting via tools like OTBI. Option B skips the action, limiting granularity. Options C and D create a new action type, which is unnecessary-existing types suffice. Option E misses associating the action with a type. Option A follows Oracle's recommended process for detailed tracking.
References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Actions Framework section.

NEW QUESTION # 80

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