

## Oracle.1Z0-1046-21.v2022-04-26.q44

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### NEW QUESTION: 1

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

- A. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.
- B. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.
- C. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- D. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

**Answer: A** ([LEAVE A REPLY](#))

### NEW QUESTION: 2

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. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.
- C. Action Reasons are primarily used for analysis and reporting.
- D. Action Reasons can be deleted if no longer being used.

**Answer: A,B,C** ([LEAVE A REPLY](#))

### NEW QUESTION: 3

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

- A.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B.** Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C.** Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- D.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 4**

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

- A.** Change the content that displays within a page/tab.
- B.** Change name of a page/tab.
- C.** Reorder the pages/tabs of Person Spotlight.
- D.** Add additional pages/tabs.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 5**

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A.** Non-Worker
- B.** Employee
- C.** Person of Interest
- D.** Contract Worker
- E.** Pending Worker
- F.** Contingent Worker

**Answer: A,B,E,F ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 6**

An ex-employee of your organization, who was employed at the USA office, has resigned her job 2 years ago.

She will start her employment at France office next month.

Which statement is correct about the Person Number and Assignment Number for this employee?

- A.** The employee has a person record with the enterprise so she will continue with the same person number but get a new assignment number within her new work relationship with the France Legal Employer.
- B.** The employee's new person number will be her previous number suffixed by -1.
- C.** The employee continues with her old person number if global sequence is used for person number, and same assignment number with the France Legal Employer.
- D.** The employee gets a new person number and assignment number for her employment in France if the legal employer sequence is used for person number.

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 7**

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.** Use the Default Grade rates that are available upon creating grades.
- B.** Add the rates at the same time as when you add the grade using the Manage Grades task.
- C.** First add the rates for each step, then add the grade to a grade ladder.
- D.** First add the grade to a grade ladder, then add the rates for each step.
- E.** Add the rates separately using the Manage Grade Rates task.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 8**

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to "Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

- A.** The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.
- B.** The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.

- C. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- D. The Person Management page search does not support Job attribute keywords.
- E. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- F. The Person Management page search does not support date-effective keywords.

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 9**

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

- A. You can modify the constituents of the existing profile options, but your manager must enable them for modification.
- B. You cannot modify the constituents of the existing profile options without saving them after creation.
- C. You can modify the constituents of the existing profile options, but you must enable them for modification.
- D. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 10**

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

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 11**

As an implementation consultant, you need to configure different rules for the Transfer transaction.

Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Role, Legal Entity, Country, Division, Action, and Worker Type
- B. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- C. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- D. Business Unit, Location, Position, Action, and Worker Type

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 12**

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

- A. Enterprise HCM Information, Division, and Department
- B. Legal Employer, Division, and Business Unit
- C. Legal Employer, Division, and Country
- D. Enterprise HCM Information and Legal Employer

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 13**

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field dropdown.

What is preventing you from selecting the action?

- A. The employee has no active work relationships.
- B. The employee has a suspended assignment.
- C. The employee already has multiple assignments within that legal employer.
- D. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 14**

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

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 15**

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Geography

- C. Facility
- D. Location
- E. Department
- F. Division

**Answer: D,E,F ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 16**

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee's line manager?

- A. The line manager search is based on the public person security access.
- B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.
- C. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- D. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

**Answer: ([SHOW ANSWER](#))**

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#### **NEW QUESTION: 17**

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- B. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.
- C. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- D. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

E. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 18**

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person has only an Employee work relationship with the legal employer.
- B. The person retains the Non-Worker work relationship with the legal employer.
- C. The person has both Non-Worker and Employee work relationship with the legal employer.
- D. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 19**

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

**Answer: A,B,D (LEAVE A REPLY)**

Explanation

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

#### **NEW QUESTION: 20**

A Human Resource Representative is in the process of transferring an employee from the French Subsidiary to the US Subsidiary and exercise the option of Global Transfer.

Identify the three options for the Global Transfer process.

- A. 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.
- B. A new work relationship in the destination legal employer is not created automatically.
- C. The existing employment terms and assignments in the source work relationship are terminated and their status is set to Inactive - Payroll Eligible by default.
- D. A new worker relationship in the destination legal employer is created automatically.
- E. The Human Resource Representative cannot override the default changes.

**Answer: A,B,C (LEAVE A REPLY)**

Explanation

Reference

[https://docs.oracle.com/cloud/r13\\_update17b/globalcs\\_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739](https://docs.oracle.com/cloud/r13_update17b/globalcs_gs/FAWHR/FAWHR1662739.htm#FAWHR1662739)

### NEW QUESTION: 21

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Legal authorities are defined in Enterprise Structure Configurator.
- B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.
- C. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- D. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.
- E. Income tax jurisdiction needs to be created to report income tax to the legal authority.

**Answer: A,D,E ([LEAVE A REPLY](#))**

### NEW QUESTION: 22

Which three are correct locations from where Line Managers can access the Add Assignment guided process?

- A. Person Management work area in My Workforce
- B. Smart Navigation
- C. Actions Menu in About Me work area
- D. Actions Menu in My Team work area
- E. Quick Actions

**Answer: ([SHOW ANSWER](#))**

Explanation

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-2018-global-hr-wn.htm>

### NEW QUESTION: 23

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- A. Action Reasons were not defined in the checklist.
- B. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- C. The Action associated with the checklist does not match the Action selected during the termination process.

D. Action Type was not defined for the checklist.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 24**

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

- A. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- B. associating a calendar event category with the worker's assignment
- C. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information
- D. using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 25**

You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity.

Identify the correct statement about this.

- A. You can create new lookup types but cannot modify the existing ones.
- B. Oracle applications contain certain predefined system lookups that are locked for editing.
- C. You cannot add new lookup codes and meanings to the existing lookup types.
- D. The system administrator must enable the lookup before it is modified in the work area.
- E. You can access the task for profile options from the Setup and Maintenance menu.

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 26**

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment
- B. 2-tier multiple assignment, 2-tier single assignment
- C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

**Answer: B (LEAVE A REPLY)**

Explanation

Reference

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hr-wn.htm>

#### **NEW QUESTION: 27**

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

- A. A person who already has a person record cannot be a Pending Worker.
- B. An employee number is associated with a Pending Worker.
- C. This is a person for whom you create a person record that is effective before the hire date.
- D. A person number is associated with a Pending Worker.

**Answer: A,C,D (LEAVE A REPLY)**

#### **NEW QUESTION: 28**

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to archive the required functionality?

- A. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.
- C. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery.
- D. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- E. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 29**

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Select Allow All Participants To Route Task To Other Participants.
- B. Deselect Allow Participants To Edit Future Participants.
- C. Change the Task Aggregation configuration to Once Per Task.
- D. Change the value of Complete task Immediately When Participant Chooses to Approve.
- E. Select Allow Participants To Edit Future Participants.

**Answer: C,D,E (LEAVE A REPLY)**

#### **NEW QUESTION: 30**

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

- A. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- B. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.
- C. Create an additional lookup with the value Hire Part-Time Employee.
- D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 31**

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

- A. Reassign the workflow to another Approver.
- B. Push back the workflow to another Approver.
- C. Deny the workflow on behalf of the assigned Approver.
- D. Approve the workflow on behalf of the assigned Approver.

**Answer: A (LEAVE A REPLY)**

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#### **NEW QUESTION: 32**

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Grade Ladders are used to group grades or grades with steps.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Five types of Grade Ladders are available.
- D. A Grade Ladder can be created with a combination of both grades and grades with steps.
- E. Two types of Grade Ladders are available.

**Answer: A,B,E (LEAVE A REPLY)**

#### **NEW QUESTION: 33**

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason.

Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

- A. Action Types are seeded and cannot be defined by a user.
- B. Action Reasons are seeded and can be defined by a user.
- C. Actions are seeded and cannot be defined by a user.
- D. Action Reasons are seeded and cannot be defined by a user.

**Answer: A,B (LEAVE A REPLY)**

#### **NEW QUESTION: 34**

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

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

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 35**

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

- A. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- B. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- C. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- D. Enable the ORA\_PER\_EMPL\_DEFAULT\_BUSINESS\_TITLE\_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 36**

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 37**

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar events?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Organization Hierarchy as the Hierarchy type for the calendar event.
- C. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.
- D. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 38**

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

**Answer: B,D (LEAVE A REPLY)**

#### **NEW QUESTION: 39**

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 has access to Oracle Global Human Resources Cloud department.
- B. HR does not have access to other departments where employees are "PhD".
- C. PhD is a sensitive keyword and is used elsewhere in the person's information.

D. HR does not have access to the "Experience and Qualification" card.

E. Areas of expertise is public information.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 40**

A 'Business Visa Introduction Letter' is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter the system can store a copy, which the user downloads whenever it is required.

Where are the document templates configured, before they are associated with the appropriate Document Type?

A. BI Publisher (BIP)

B. Page Composer

C. Design Studio

D. Oracle Transnational Business Intelligence (OTBI)

**Answer:** C ([LEAVE A REPLY](#))

#### **NEW QUESTION: 41**

Given the customer requirement:

\* If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

A. Default the Grade from Job/Position (Y/N) is set to Y in the profile options

B. Enforce Valid Grades (Y/N) is set to N in the profile options

C. Enforce Valid Grades (Y/N) is set to Y in the profile options

D. Default the Grade from Job/Position (Y/N) is set to N in the profile options

**Answer:** A ([LEAVE A REPLY](#))

#### **NEW QUESTION: 42**

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

A. Task Library

B. Checklist Category

C. Checklist Validity

D. Checklist Completion

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 43**

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles.

There are assignment records of one or more employees associated with this grade

- A. Define Talent Profile Content > Manage Educational Establishments
- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profile Content > Manage Content Subscribers
- D. Define Talent Profiles > Manage Profile Types

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 44**

Which Approval Types are supported while configuring the Managing Approval Rules: Promote transaction?

- A. Data Role, Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Self Auto Approve, User
- B. Application Role, Approval Groups, Management Hierarchy, Position Hierarchy, Representative, Self Auto Approve, User
- C. Application Role, Approval Groups, Management Hierarchy, Parent Position, Representative, User, Self Auto Approve
- D. Enterprise Role, Application Role, Approval Groups, Parent Position, Representative, User, Self Auto Approve

**Answer:** B ([LEAVE A REPLY](#))

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