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## **Q&A**

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**Exam** : **1Z0-1009**

**Title** : Oracle Global Human  
Resources Cloud 2018  
Implementation Essentials

**Version** : DEMO

1. Identify three correct statements about Workforce Life Cycle.

- A. Line Managers can transfer their direct and indirect reports only.
- B. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- C. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

**Answer:ABC**

2. You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. June 12, 2015
- B. August 15, 2015
- C. July 11, 2015
- D. January 1, 2015

**Answer:A**

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.

Identify three possible reasons for the system error.

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

**Answer:ACD**

4. There has been a re-organization requiring all the employees of Department A to be moved to Department B.

Which option will enable this activity to be addressed in a single request?

- A. Run the Send Pending LDAP Requests process
- B. Run the Synchronize Person Records process
- C. Run the Refresh Manager Hierarchy process
- D. Run the Mass Update process

**Answer:D**

5. An organization uses the Previous Employment content type to capture relevant employment details of

employees.

What do you do to make this content type available in other applications?

- A. Specify a Subscriber Code for the content type
- B. Make sure it is a free-form content type
- C. Make sure it is a non-free- form content type
- D. Do nothing. After the content type is created, it is available for use in all applications

**Answer:A**