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**Exam** : **1z0-1009**

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

**Vendor** : Oracle

**Version** : DEMO

**NO.1** Identify the three delivered free-form content types of Profile Management.

- A. Honors and Awards
- B. Potential
- C. Accomplishments
- D. Languages
- E. Career Preferences

**Answer:** A,C,D

**NO.2** Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number can be provided at enterprise level.
- C. Person Numbers for contacts are generated automatically.
- D. The Person Number Generation method can be changed any time.
- E. Initial Person Number cannot be provided at enterprise level.

**Answer:** A,B,C

**NO.3** 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. First add the grade to a grade ladder, then add the rates for each step.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. Add the rates at the same time as when you add the grade using the Manage Grades task.
- E. First add the rates for each step, then add the grade to a grade ladder.

**Answer:** B,D

**NO.4** 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 what you can determine who provided what rating?

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

**Answer:** C

**NO.5** 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. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.
- C. The history of effective date changes can be tracked well by using the Actions framework.
- D. It is mandatory to associate Actions with Action Reasons.

**Answer:** B,C

**NO.6** A user has reported that one of his or her saved transactions was not available anymore from the transaction page. What is the reason for this behavior?

- A.** The saved transaction was withdrawn by HR.
- B.** An identical transaction that was initiated for the person by another user was applied to the database.
- C.** The saved transaction was rejected by the approval authority.
- D.** The saved transaction was future dated. The application displays only those transactions where the transaction date is less than or equal to system date.

**Answer:** B

**NO.7** Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A.** Create a new content type but a seeded content item.
- B.** Create a free-form content type and a new content item.
- C.** Create a new content type and content item.
- D.** Use a seeded content type and a new content item.
- E.** Create a free-form content type without a content item.

**Answer:** E

**NO.8** 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 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.
- 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 public person security access.

**Answer:** A