Leads4Pass

1Z0-1046-21^{Q&As}

Oracle Global Human Resources Cloud 2021 Implementation Essentials

Pass Oracle 1Z0-1046-21 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

https://www.leads4pass.com/1z0-1046-21.html

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle Official Exam Center

⚙ **Instant Download** After Purchase

⚙ **100% Money Back** Guarantee

⚙ **365 Days** Free Update

⚙ **800,000+** Satisfied Customers

QUESTION 1

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

A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels

C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups

D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

QUESTION 2

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 Update Person Keyword Search process must be run before hiring a person.

B. A security profile needs to be defined for the human resource specialist to hire a person.

C. The BPM task NewPersonEmploymentApproval is not set up properly.

D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Correct Answer: C

QUESTION 3

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 Person Management page search does not support Job attribute keywords.

B. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.

C. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

D. The Person Management page search does not support date-effective keywords.

E. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.

F. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.

Correct Answer: E

QUESTION 4

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 free-form content type and a new content item.

B. Create a new content type and content item.

C. Use a seeded content type and a new content item.

D. Create a new content type but a seeded content item.

E. Create a free-form content type without a content item.

Correct Answer: E

QUESTION 5

Which two options are true about Oracle Workforce Predictions? (Choose two.)

A. It predicts team/individual involuntary termination and performance.

B. It predicts team voluntary termination and performance.

C. It predicts individual voluntary termination and performance.

D. Contingent Worker and Nonworker work relationships are included.

Correct Answer: BC

[1Z0-1046-21 PDF Dumps](#)   [1Z0-1046-21 Study Guide](#)   [1Z0-1046-21 Exam Questions](#)