

# 1Z0-1046-21<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2021 Implementation  
Essentials

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**QUESTION 1**

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. 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.
- D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Correct Answer: C

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**QUESTION 2**

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- B. All approvers must be present in the system; else, the promotion transaction fails.
- C. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- D. The default functionality is that if any approver is not present, then the transaction gets auto- approved.
- E. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.

Correct Answer: C

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**QUESTION 3**

You hired an 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 their last name from the date of the 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. January 1, 2015
- B. June 12, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: B

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#### QUESTION 4

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will make these Actions unavailable for the end user?

A. Hide Actions.

B. Enter Action End Date.

C. Delete Actions.

D. Educate users not to use such Actions.

Correct Answer: B

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#### QUESTION 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. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

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