

# 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 static approval group named "Trio" comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group.

When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

- A. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- B. First Approver -Dia, Second Approver - Susan, Third Approval -Jacob
- C. All three get the notification at the same time.
- D. First Approver -Jacob, Second Approver -Susan, Third Approver -Dia
- E. The approval is routed alphabetically.

Correct Answer: D

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**QUESTION 3**

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

How will you make these Actions unavailable for the end user?

- A. Delete Actions.
- B. Hide Actions.

C. Enter Action End Date.

D. Educate users not to use such Actions.

Correct Answer: B

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#### QUESTION 4

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

A. Create two new actions and associate them with the existing action type, Hire an Employee.

B. Create two new actions: hire part-time employee and hire full-time employee.

C. Create two new actions and new action reasons and associate them with each other.

D. Create two new action types: hire part-time employee and hire full-time employee.

E. Create two new action types and associate them with the existing action, Hire.

Correct Answer: A

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#### QUESTION 5

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. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

B. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.

C. Income tax jurisdiction needs to be created to report income tax to the legal authority.

D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.

E. Legal authorities are defined in Enterprise Structure Configurator.

Correct Answer: ACE

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#### QUESTION 6

There are two distinct lists of grades that should be available in two separate business units of your organization. During testing, you notice that the lists of grades of the two business units are not per the

requirement.

What went wrong in the setup?

- A. All grades are associates with the COMMON set only.
- B. An incorrect grade ladder is attaches to the two business units.
- C. The grade rates of the two business units have been interchanged.
- D. Incorrect Reference Data Sets (Set ID) are used with each Business Unit.

Correct Answer: D

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### QUESTION 7

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records cease to exist when a person is terminated from an organization.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

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### QUESTION 8

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes. Which transfer method should be used for the first movement of the said worker?

- A. Global Transfer
- B. Transfer
- C. Temporary Assignment
- D. Global Temporary Assignment

Correct Answer: C

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### QUESTION 9

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

- A. Standard working hours, Primary work schedule, Employment work week, Published schedules
- B. Published schedules, Employment work week, Primary work schedule, Standard working hours
- C. Published schedules, Primary work schedule, Employment work week, Standard working hours
- D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Correct Answer: B

Reference: <https://docs.oracle.com/en/cloud/saas/human-resources/21b/fawhr/workforcerecords.html#FAWHR85676>

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#### QUESTION 10

Identify the set enabled objects that are used for partitioning reference data.

- A. department, location, jobs, grades
- B. jobs, grades, salary plan, rates
- C. legal entity, department, division, location
- D. enterprise, legal entity, business unit, position

Correct Answer: A

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#### QUESTION 11

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
- D. The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Correct Answer: C

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**QUESTION 12**

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- A. Ensure the owner field is set to employee.
- B. Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- C. Ensure the owner and performer are both set to employee.
- D. Ensure the performer field is set to employee.

Correct Answer: C

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**QUESTION 13**

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 step 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 value of Complete task Immediately When Participant Chooses to Approve.
- D. Select Allow Participants To Edit Future Participants.
- E. Change the Task Aggregation configuration to Once Per Task.

Correct Answer: CDE

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**QUESTION 14**

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.

E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

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## QUESTION 15

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- B. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- C. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- D. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- E. The transaction goes into error because it was not auto-claimed.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Correct Answer: CD

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