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Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION NO: 1

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

- A. Additional Action types can be created.
- B. An Action type cannot be associated with user-defined actions.
- C. Action types are seeded.
- D. Every Action type can have multiple actions within it.
- E. If Termination is an action, Normal Termination is an action type.

ANSWER: C D

QUESTION NO: 2

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.

ANSWER: E

QUESTION NO: 3

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action.

What are two reasons for this? (Choose two.)

- A. The worker you are using to test has a current assignment that is suspended, and you can not add a second assignment when one is suspended.
- B. The worker you are using to test has a contingent worker and you cannot have multiple assignments for contingent workers.
- C. The Add Assignment action was end-dated before your testing so the effective start date is unavailable to select on the employment task.
- D. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.

ANSWER: C D

QUESTION NO: 4

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

- A. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- B. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.
- C. Enable the `ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM` profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.
- D. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

ANSWER: B

QUESTION NO: 5

Identify the three delivered free-form content types of Profile Management.

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

E. Languages

ANSWER: C D E

QUESTION NO: 6

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments with contracts
- B. single assignment with contracts
- C. multiple assignments
- D. single assignment
- E. contract assignment

ANSWER: B

QUESTION NO: 7

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

Which method should be used?

- A. Automatic Upon Final Save
- B. Automatic Upon Final Submission
- C. Automatic Prior to Final Save
- D. Automatic Prior to Submission

ANSWER: A

QUESTION NO: 8

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.

ANSWER: A B D

QUESTION NO: 9

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A.** There are no conditions. The worker generation method can be changed to automatic at any time.
- B.** The employment model selected should be one-tier.
- C.** No Employee or Contingent Worker work relationships should exist for that legal employer.
- D.** The employment model selected should be three-tier.
- E.** Manual worker-number generation for a legal employer can be selected at any time.

ANSWER: C E

QUESTION NO: 10

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A.** Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- B.** Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- C.** Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

ANSWER: B