1Z0-1046-21 Q&As

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

Which three options define Locations?

A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.

B. Locations that are created can be represented on a map for easier identification and access.

C. A location identifies the physical addresses of a workforce structure, such as a department.

D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

QUESTION 2

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

QUESTION 3

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

A. Enterprise HCM Information, Division, and Department

B. Legal Employer, Division, and Business Unit

C. Enterprise HCM Information and Legal Employer

D. Legal Employer, Division, and Country

Correct Answer: A

QUESTION 4

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

A. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

B. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.

C. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

D. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.

Correct Answer: C

QUESTION 5

An organization uses the Previous Employment content type to capture relevant employment details of employees. What do you do to make this content type available in other applications?

A. Do nothing. After the content type is created, it is available for use in all applications.

B. Make sure it is a non-free-form content type.

C. Specify a Subscriber Code for the content type.

D. Make sure it is a free-form content type.

Correct Answer: C

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