1Z0-1046-21 Q&As

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.

B. Enable the ORA_PER_JOURNEYS_ENABLED profile option with the Manage Administrator Profile Values task.

C. Enable the Journeys option to either the Manage Enterprise HCM Information task.

D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: B

QUESTION 2

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

QUESTION 3

The Human Resource Representative of the organization if trying to set up the Jobs and Positions for the

enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs

and Positions? (Choose three.)

A. Jobs are shared by Sets and Positions are assigned to Business Units.

B. Jobs and Positions are shared by Sets.

C. Department and location can be defined for a Position.

D. When creating Positions, the grades that are specified for the job become the default grades for the Position.

Correct Answer: ACD

QUESTION 4

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You cannot modify the constituents of the existing profile options without saving them after creation.

B. You can modify the constituents of the existing profile options, but your manager must enable them for modification.

C. You can modify the constituents of the existing profile options, but the system administrator must enable them for modification.

D. You can modify the constituents of the existing profile options, but you must enable them for modification.

Correct Answer: C

QUESTION 5

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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