



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

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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**QUESTION 1**

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field dropdown.

What is preventing you from selecting the action?

- A. The employee has no active work relationships.
- B. The employee has a suspended assignment.
- C. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.
- D. The employee already has multiple assignments within that legal employer.

Correct Answer: B

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**QUESTION 2**

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 3**

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 4

Given the customer requirement:

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

- A. Enforce Valid Grades (Y/N) is set to Y in the profile options
- B. Default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. Default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. Enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

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#### QUESTION 5

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison. What should you do to meet this requirement of the client?

- A. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Correct Answer: C

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