



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

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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### QUESTION 1

As a Line Manager within the organization you are able to do a search on restricted worker information within the Directory.

What values are you able to search on that workers and HR Administrators are not able to?

- A. Worker Competencies, work location, department, and languages.
- B. Work location, department, job title, and school education.
- C. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.
- D. Worker Competencies. Areas of Expertise. Areas of Interest, and school education.

Correct Answer: A

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### QUESTION 2

Which three are correct locations from where Line Managers can access the Add Assignment guided process?

- A. Person Management work area in My Workforce
- B. Smart Navigation
- C. Actions Menu in About Me work area
- D. Actions Menu in My Team work area
- E. Quick Actions

Correct Answer: ADE

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/wn/r13-2018-global-hr-wn.htm>

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### QUESTION 3

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Five types of Grade Ladders are available.
- B. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- C. Grade Ladders are used to group grades or grades with steps.
- D. Two types of Grade Ladders are available.
- E. A Grade Ladder can be created with a combination of both grades and grades with steps.



Correct Answer: BCD

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#### QUESTION 4

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.

Correct Answer: CD

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#### QUESTION 5

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules\_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause". The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the human resource specialist to hire a person.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Correct Answer: C

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