



1Z0-1046-21^{Q&As}

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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**QUESTION 1**

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

QUESTION 2

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver).

What three causes of this behavior? (Choose three.)

- A. The second level approver might have approved the request.
- B. The second level approver might have reassigned the request.
- C. The second level approver might have rejected the request.
- D. The second level approver might have executed a pushback on the request.
- E. The second level approver might have opted for an adhoc route.

Correct Answer: BDE

QUESTION 3

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.



D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

QUESTION 4

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

- A. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.
- B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.
- C. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.
- D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Correct Answer: A

QUESTION 5

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.

Correct Answer: CD
