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

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global search, the Directory search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

A. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment

B. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment

C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment

D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment

Correct Answer: C

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/21b/fawhr/workforcerecords.html#FAWHR2530049

QUESTION 2

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

A. using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

B. associating a calendar event category with the worker\\'s assignment

C. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information

D. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

Correct Answer: B

Reference: https://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344192AN2D261.htm

QUESTION 3

As part of a client\\'s configuration requirements, they have indicated that they want to create divisions by Line of Business within HCM Cloud.

After creating them in which two ways cam you associate workers with a specific division? (Choose two.)

A. Division is a delivered field on a position. If you are using Positions, when you associate a worker with a position, they will be associated with the division tied to that position.

B. You configure and deploy an assignment descriptive flexfield that has a table value set that references the Division object. When you complete a worker\\'s assignment, you select the appropriate division through that flexfield segment.

C. Division is a delivered field on the worker assignment so when a worker is hired, the correct division would be selected by the user entering the information.

D. You have configured an Organization Tree, listing the hierarchy of your Legal Entities, Divisions, Business Units, and Departments. You associate a worker with a department that falls within a division to associate the worker with that division.

Correct Answer: BC

QUESTION 4

Your client has a requirement to verify employment eligibility for workers in the United States. The verification process ensures workers meet all the requirements to be able to work for a legal employer within the United States.

How would you configure this requirement using onboarding checklists?

A. Create a task with the type I-9 Verification, the performer is HR representative, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

B. Create a task with the type I-9 Verification, the performer is workers, and an integration is configured between HCM Cloud and the HireRight vendor.

C. Create a task with the type I-9 Verification, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

D. Create a task of configurable form, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/human-resources/20b/faigh/ checklists.html#FAIGH3628071

QUESTION 5

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps.

What are two options for adding rates to the grade? (Choose two.)

A. First add the rates for each step, then add the grade to a grade ladder.

B. Add the rates separately using the Manage Grade Rates task.

C. First add the grade to a grade ladder, then add the rates for each step.

D. Use the Default Grade rates that are available upon creating grades.

E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE