



# 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

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity may act as a virtual organization.
- B. A legal entity must comply with regulations and local jurisdictions.
- C. A legal entity can be identified as a legal employer in Human Capital Management.
- D. A legal entity can own assets, record sales, pay taxes, and perform transactions.
- E. Legal entities are not responsible for payment of social insurance.

Correct Answer: BCD

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### QUESTION 3

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- C. Line Managers can transfer their direct and indirect reports only.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.



Correct Answer: ABC

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#### QUESTION 4

As an implementation consultant, you are in the process of setting up geographies in the application.

Which three statements are true about defining geographies? (Choose three.)

- A. You must set geography validation for the specific address style for a country.
- B. You must identify the top-level of geography as Country and define a geography type.
- C. You can only modify all levels of the geography structure before you load geography hierarchy.
- D. It is mandatory to define geography validation before geography hierarchy can be defined.
- E. You must map geography to reporting establishments for reporting purposes.

Correct Answer: ABC

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#### QUESTION 5

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Correct Answer: ABD

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

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