



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

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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QUESTION 1

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

- A. The HR Representative does not have the appropriate role to add the role.
- B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.
- C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.
- D. Appropriate role mapping rules are not defined for the Data role with Auto-provision check box checked.

Correct Answer: C

QUESTION 2

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

- A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: A

Reference: <https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/humancapital-management-cloud-integrating-with-oracle-hcm-cloud.pdf> (26)

QUESTION 3



Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.
- D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

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

QUESTION 5

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

What are two reasons for this behavior? (Choose two.)

- A. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment.
- B. The employee is working as a contingent worker in Finance Department.
- C. The employee is inactive as of 01-Jan-2015.
- D. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan2015.
- E. The employee is working as an employee in Finance Department.

Correct Answer: CD



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