

DUMPS ARENA

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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Version Demo

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QUESTION NO: 1

What are three advantages of using Position Synchronization?

- A. If you use Position Synchronization, Manager Self Service cannot be used.
- B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. The customer can configure which assignment attributes to synchronize from the position.

ANSWER: B C D**QUESTION NO: 2**

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 can 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.

ANSWER: B C**QUESTION NO: 3**

During your configuration of the Enterprise HCM Information object, you need to set the Employment Configuration Options section to ensure validations occur when employment information is being updated.

What option are available for you to configure within this section?

- A.** Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Approval Region Collapsed, and Automatically Convert Pending Workers
- B.** Future-Dated Record Validation, Validation for Existing Subordinates at Termination, and Automatically Convert Pending Workers
- C.** Future-Dated Record Validation, Validation for Existing Subordinates at Termination, Worker Number Generation, and Automatically Convert Pending Workers
- D.** Worker Number Generation, Validation for Existing Subordinates at Termination, Person Create Duplicate Check, and Automatically Convert Pending Workers

ANSWER: B

QUESTION NO: 4

Which feature helps you capture legislative information for grades on the create and edit grade pages?

- A.** Descriptive Flexfield
- B.** Extensible Flexfields
- C.** Key Flexfields
- D.** Lookups

ANSWER: B

QUESTION NO: 5

For which three customer situations should you implement positions? (Choose three.)

- A.** For customers with very fluid organization structures.
- B.** If a successor is hired typically into a similar role.
- C.** For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- D.** For industries with high turnover, such as Retail.

ANSWER: A C D

QUESTION NO: 6

Identify the set enabled objects that are used for partitioning reference data.

- A. department, location, jobs, grades
- B. jobs, grades, salary plan, rates
- C. legal entity, department, division, location
- D. enterprise, legal entity, business unit, position

ANSWER: A**QUESTION NO: 7**

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

ANSWER: A B D**Explanation:**

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

QUESTION NO: 8

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.

ANSWER: A

QUESTION NO: 9

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

A. Associated the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.

B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.

C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

ANSWER: C

QUESTION NO: 10

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

A. The position has no grades assigned to it.

B. The PER_ENFORCE_VALID_GRADES profile option is set to N.

C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.

D. The position has more than one valid grade assigned.

ANSWER: A B