



# 1Z0-1046-21<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2021 Implementation Essentials

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### QUESTION 1

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 2

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

- A. Reorder the pages/tabs of Person Spotlight.
- B. Change the content that displays within a page/tab.
- C. Add additional pages/tabs.
- D. Change name of a page/tab.

Correct Answer: AC

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### 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 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.

Correct Answer: BC

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#### QUESTION 4

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to Yes at user level.
- B. PER\_DEFAULT\_GRADE\_FROM\_JOB\_POSITION is set to No at site level.
- C. PER\_ENFORCE\_VALID\_GRADES is set to No at site level.
- D. GRADE\_PAY\_RATE\_TYPE is set to No at site level.
- E. PER\_ENFORCE\_VALID\_GRADES is set to Yes at site level.

Correct Answer: C

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#### QUESTION 5

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. The line manager search is based on the public person security access.
- D. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

Correct Answer: D

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