



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

Oracle Global Human Resources Cloud 2021 Implementation
Essentials

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QUESTION 1

As an implementation consultant, you are in process of building the enterprise structure.

Which three facts about Legislative Data Groups must you be aware of? (Choose three.)

- A. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- B. Legislative Data Groups do not span enterprises.
- C. Legislative Data Groups can span enterprises.
- D. It is required to associate country and currency details while defining Legislative Data Group.
- E. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.

Correct Answer: ABD

QUESTION 2

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Correct Answer: A

QUESTION 3

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the ORA_PER_JOURNEYS_ENABLED profile option with the Manage Administrator Profile Values task.



- C. Enable the Journeys option to either the Manage Enterprise HCM Information task.
- D. Enable the Journeys option to either the Manage Legal Entity HCM Information task.

Correct Answer: B

QUESTION 4

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required.

How will you make these Actions unavailable for the end user?

- A. Delete Actions.
- B. Hide Actions.
- C. Enter Action End Date.
- D. Educate users not to use such Actions.

Correct Answer: B

QUESTION 5

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
