



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

Oracle Global Human Resources Cloud 2021 Implementation Essentials

**Pass Oracle 1Z0-1046-21 Exam with 100% Guarantee**

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/1z0-1046-21.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle  
Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



**QUESTION 1**

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison. What should you do to meet this requirement of the client?

- A. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.
- B. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.
- C. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow. Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.
- D. Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

Correct Answer: C

---

**QUESTION 2**

Your organization uses Calendar Events to track public holidays.

How are workers associated with calendar events (public holidays)?

- A. using a department hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- B. associating a calendar event category with the worker's assignment
- C. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information
- D. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information

Correct Answer: B

Reference: [https://docs.oracle.com/cd/E15586\\_01/fusionapps.1111/e20379/F344192AN2D261.htm](https://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20379/F344192AN2D261.htm)

---

**QUESTION 3**

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no



current contact relationships with other workers.

C. Person records cease to exist when a person is terminated from an organization.

D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.

E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

---

#### QUESTION 4

As an implementation consultant, you need to configure different rules for the Transfer transaction. Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

A. Business Unit, Location, Position, Action, and Worker Type

B. Role, Legal Entity, Country, Business Unit, Action, and Worker Type

C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type

D. Role, Legal Entity, Country, Division, Action, and Worker Type

Correct Answer: A

---

#### QUESTION 5

An enterprise operates in a country where contract information is required for employees. What type of employment model can the enterprise use?

A. multiple assignments with contracts

B. single assignment with contracts

C. multiple assignments

D. single assignment

E. contract assignment

Correct Answer: B

[1Z0-1046-21 PDF Dumps](#)

[1Z0-1046-21 Practice Test](#)

[1Z0-1046-21 Braindumps](#)