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

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

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

QUESTION 1

Your customer requires that the person number should not be generated if a request for new hire is not

approved by the approver.

Which method should be used?

A. Automatic Upon Final Save

B. Automatic Upon Final Submission

C. Automatic Prior to Final Save

D. Automatic Prior to Submission

Correct Answer: A

QUESTION 2

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the

worker\'s information via the Manage Employment task, select Update, and enter an Effective Date, but you

are unable to select the Add Assignment action from the Action field dropdown.

What is preventing you from selecting the action?

A. The employee has no active work relationships.

B. The employee has a suspended assignment.

C. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.

D. The employee already has multiple assignments within that legal employer.

Correct Answer: B

QUESTION 3

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she
realizes that the grades were created without steps.

What are two options for adding rates to the grade? (Choose two.)

A. First add the rates for each step, then add the grade to a grade ladder.

B. Add the rates separately using the Manage Grade Rates task.

C. First add the grade to a grade ladder, then add the rates for each step.

D. Use the Default Grade rates that are available upon creating grades.

E. Add the rates at the same time as when you add the grade using the Manage Grades task.

Correct Answer: BE

QUESTION 4

Which option represents the basis on which approval routing policies can be defined?

A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels

C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups

D. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy

Correct Answer: C

QUESTION 5

You hired an employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change their last name from the date of the marriage. You changed the last name of the employee as requested on the same day.

What effective start date for this new employee is displayed by the system as of August 15, 2015?

A. January 1, 2015

B. June 12, 2015

C. July 11, 2015

D. August 15, 2015

Correct Answer: B