



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

Oracle Global Human Resources Cloud 2021 Implementation  
Essentials

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### QUESTION 1

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

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### QUESTION 2

As an implementation consultant, you have configured a rule for the Promote transaction that for workers who are being promoted in the Healthcare US Business Unit, the Position field displays and is required to submit the transaction.

Now that you have created the rule, how do you test it?

- A. Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select a worker who is also in the Healthcare US Business Unit. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.
- B. Publish the sandbox, log in as a user that has access to the Promote transaction, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.
- C. While in a sandbox, you can test your rules by exiting Transaction Design Studio and navigating to the page you just configured. You select a worker in the Healthcare US Business Unit and will see the Position field display and with an asterisk next to the field indicating it is required.
- D. Publish the sandbox, log in as a user that is in the Healthcare US Business Unit, navigate to the Promote transaction, and select any worker. As you go through the transaction, you will see the Position field display and there will be an asterisk next to the field indicating it is required.

Correct Answer: C

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### QUESTION 3

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you



can maintain all these fields.

- A. Reporting Establishment
- B. Department
- C. Business Unit
- D. Legal Entity
- E. Enterprise
- F. Division

Correct Answer: B

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#### QUESTION 4

A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned.

Which of the three items will be used to determine the availability of a worker? (Choose three.)

- A. Calendar Events
- B. Absences
- C. Standard Working Hours
- D. Time Sheet
- E. Contract Data

Correct Answer: ABC

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#### QUESTION 5

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types.

Which two statements are true about actions? (Choose two.)

- A. Only one action can be associated with an action type.
- B. Actions can be accessed via Smart Navigator, and available actions are based on the security access.
- C. An action must always have an action reason associated.
- D. User-defined actions can be created and linked to predefined action types.



E. Actions are not a mandatory work structure.

Correct Answer: BD

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