



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

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





QUESTION 1

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis.

If you notice that there are outstanding notifications, what action can you take to move the approval along?

- A. Deny the workflow on behalf of the assigned Approver.
- B. Approve the workflow on behalf of the assigned Approver.
- C. Push back the workflow to another Approver.
- D. Reassign the workflow to another Approver.

Correct Answer: D

QUESTION 2

An organization is running a fitness program. They want to identify a Fitness Representative who will be responsible for a group of people in the organization. How should you set this up?

- A. Create a new job Fitness Representative and associate that to the person.
- B. Define the person's area of responsibility to reflect Fitness Representative.
- C. Deploy a Descriptive Flexfield to capture the information.
- D. Deploy a Key Flexfield to capture the information.

Correct Answer: B

QUESTION 3

As an HR Specialist it is your responsibility to hire employees and enter their base salary information. After you selected a grade and salary basis, and entered the base salary, you expected to see the compa-ratio information display - but it does not.

What is the possible cause for the information NOT displaying?

- A. The grade rate and the salary basis are tied to different frequencies.
- B. The grade rate was not linked to the salary basis.
- C. The grade and the salary basis are tied to different legislative data groups.
- D. The grade rate and the salary basis are tied to different legislative data groups.



Correct Answer: D

QUESTION 4

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.11111/e20379/F344192AN2D261.htm

QUESTION 5

As an implementation consultant, you have been assigned the task of configuring Person Name Format within Workforce Information.

Which two configurations can be done through this task? (Choose two.)

- A. the name fields that appear in the Person Details section when you are hiring an employee
- B. the appearance of a worker's name when it appears in search results
- C. what name fields are required when completing the Person Details section when hiring or updating a worker's person details
- D. the way a worker's name appears on top of employee-level pages

Correct Answer: BC

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

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

[1Z0-1046-21 Exam Questions](#)