

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

Oracle Global Human Resources Cloud 2021 Implementation
Essentials





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QUESTION 1

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a free-form content type and a new content item.
- B. Create a new content type and content item.
- C. Use a seeded content type and a new content item.
- D. Create a new content type but a seeded content item.
- E. Create a free-form content type without a content item.

Correct Answer: E

QUESTION 2

As an implementation consultant, you have configured several rules in Transaction Design Studio within the test environment.

How do you migrate these changes to your production environment?

- A. Use the Configuration Package capabilities within the Configuration > Migration work area.
- B. Use the Configuration Package capabilities of Functional Setup Manager to export the configurations.
- C. Transaction Design Studio changes can't be migrated from one instance to another. You will need to reconfigure the transactions within your production environment.
- D. Use the Configuration Set Migration tool within the Configuration > Migration work area.

Correct Answer: D

Reference: <https://www.ateam-oracle.com/best-practices-for-configuring-and-extending-fusionapplications-cloud>

QUESTION 3

You are implementing the Enterprise Checklist functionality for one of your customers. The customer wants certain checklist tasks allocated to the employee automatically before their hire date.

What should you do to achieve the required functionality?

- A. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- B. The worker must be added as a Pending Worker and the enterprise or step checklist need to be tied to the Add a Pending Worker action.
- C. Associate a life event with the checklist template to allocate the checklist to persons automatically when they

experience the event.

D. Managers can automatically allocate checklist templates to the persons whom they manage from the Onboarding work area.

E. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.

Correct Answer: C

QUESTION 4

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

A. Job Family

B. Legal Employer

C. Payroll Statutory Unit

D. Business Unit

E. Enterprise

F. Division

G. Sub-Division

Correct Answer: BD

QUESTION 5

What are three advantages of using Position Synchronization?

A. If you use Position Synchronization, Manager Self Service cannot be used.

B. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.

C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.

D. The customer can configure which assignment attributes to synchronize from the position.

Correct Answer: BCD

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