

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.pass2lead.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

Given the customer requirement:

If there is only one valid grade for a job or position, the value will be automatically defaulted in the grade field.

Which allows this to be achieved?

- A. Enforce Valid Grades (Y/N) is set to Y in the profile options
- B. Default the Grade from Job/Position (Y/N) is set to Y in the profile options
- C. Default the Grade from Job/Position (Y/N) is set to N in the profile options
- D. Enforce Valid Grades (Y/N) is set to N in the profile options

Correct Answer: B

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

QUESTION 3

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to No at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Correct Answer: C

QUESTION 4

You want to use Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, job, division, geographies
- B. organization, position, division, geographies
- C. organization, position, department, geographies
- D. organization, job, department, geographies
- E. organization, position, division, establishment

Correct Answer: C

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

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