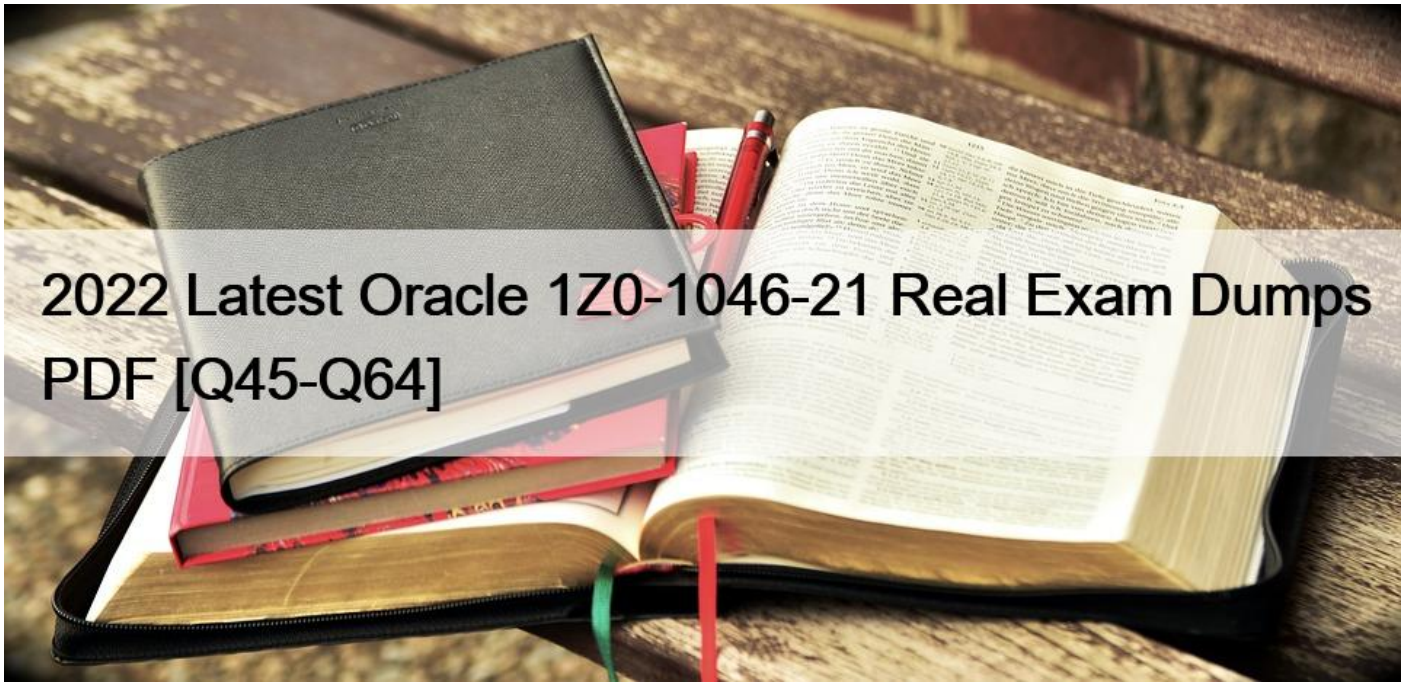


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Oracle 1Z0-1046-21 Exam Syllabus Topics:

TopicDetailsTopic 1- Maintain workforce information- Maintain worker directoriesTopic 2- Manage Approval Transactions- Manage the workforce lifecycleTopic 3- Create Legal Entities for HCM- Set Up Enterprise HCM InformationTopic 4- Use effective dating and actions- Define Workforce StructuresTopic 5- Explain Approval Policies- Checklists, Schedules, and TreesTopic 6- Define Calendar Events and Geography Trees- Create organizations and divisionsTopic 7- Define Geographies- Deploy Notifications- Using the HCM Design Studio

NEW QUESTION 45

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

- * Job Family
- * Legal Employer
- * Payroll Statutory Unit
- * Business Unit
- * Enterprise
- * Division
- * Sub-Division

NEW QUESTION 46

When predefined Job role must be assigned to a user for the user to be able to view and modify alerts in Alert Composer?

- * Application Supplementation Consultant
- * Human Capital Management Integration Specialist
- * BPM Administrator
- * IT Auditor

NEW QUESTION 47

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade.

What are two reasons for the Grade not defaulting? (Choose two.)

- * The position has no grades assigned to it.
- * The PER_ENFORCE_VALID_GRADES profile option is set to N.
- * The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- * The position has more than one valid grade assigned.

NEW QUESTION 48

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile.

What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- * Create a new content item, create a new content type, link the content item to the person profile.
- * Create a new content type, create content items for that type, link the content type to the model profile.
- * Create a new content type, create content items for that type, link the content type to the person profile.
- * Create a new content item, create a new content type, link the content item to the model profile.

NEW QUESTION 49

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to archive the required functionality?

- * Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery.
- * 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.
- * Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- * 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.
- * Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

NEW QUESTION 50

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region.

What is the cause for this?

- * The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- * Action Reasons were not defined in the checklist.
- * The Action associated with the checklist does not match the Action selected during the termination process.
- * Action Type was not defined for the checklist.

NEW QUESTION 51

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- * Change the Task Aggregation configuration to Once Per Task.
- * Change the value of Complete task Immediately When Participant Chooses to Approve.
- * Select Allow Participants To Edit Future Participants.
- * Deselect Allow Participants To Edit Future Participants.
- * Select Allow All Participants To Route Task To Other Participants.

NEW QUESTION 52

When configuring a checklist application task what value must be select to ensure you will only be able to select from a list of employee tasks verses manager tasks?

- * Ensure the owner field is set to employee.
- * Ensure the eligibility profile linked to the task contains criteria the include only active employees.
- * Ensure the owner and performer are both set to employee.
- * Ensure the performer field is set to employee.

NEW QUESTION 53

You hired a female 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 her last name from the date of her 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?

- * January 1, 2015
- * June 12, 2015
- * July 11, 2015
- * August 15, 2015

NEW QUESTION 54

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)

- * There are assignment records of one or more employees associated with this grade.
- * The grade has grade rates defined.

- * The grade is linked to a grade ladder.
- * A grade cannot be deleted and can only be made inactive by changing the status to `“Inactive”`.
- * A grade cannot be deleted and can only be end-dated.

NEW QUESTION 55

During implementation, a two-tier employment model `–` multiple assignment has been set up. Now the client wants to store contract information.

Which statement is true about changing the employment model setting after implementation?

- * The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- * If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- * The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
- * The client cannot move form a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

NEW QUESTION 56

Identify the set enabled objects that are used for partitioning reference data.

- * department, location, jobs, grades
- * jobs, grades, salary plan, rates
- * legal entity, department, division, location
- * enterprise, legal entity, business unit, position

NEW QUESTION 57

For which three customer situations should you implement positions? (Choose three.)

- * For customers with very fluid organization structures.
- * If a successor is hired typically into a similar role.
- * For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare
- * For industries with high turnover, such as Retail.

NEW QUESTION 58

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?

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

NEW QUESTION 59

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- * Create a new action > Create a new reason and use it during termination.
- * Create a new action type > Create a new action > Create a new action reason and use it during termination.
- * Create a new action reason and associate it with the available action type. Use it during termination.

- * Create a new action type > Create a new action reason and use it during termination.
- * Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

NEW QUESTION 60

As an implementation consultant, you have been assigned the task of configuring Person Spotlight within HCM Experience Design Studio.

Which two configuration changes can you make to the Person Spotlight pages? (Choose two.)

- * Reorder the pages/tabs of Person Spotlight.
- * Change the content that displays within a page/tab.
- * Add additional pages/tabs.
- * Change name of a page/tab.

NEW QUESTION 61

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- * The transaction goes into error because it was no auto-claimed.
- * The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- * The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- * One of the HR Specialist Sales representatives should `“Claim”` the transaction for it to be assigned for approval.
- * If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- * The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

NEW QUESTION 62

Which three statements are true about Person Number?

- * The Person Number Generation Method cannot be changed once a person has been entered.
- * Initial Person Number cannot be provided at enterprise level.
- * The Person Number Generation method can be changed any time.
- * Initial Person Number can be provided at enterprise level.
- * Person Numbers for contacts are generated automatically.

NEW QUESTION 63

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.

- * Reporting Establishment
- * Department
- * Business Unit
- * Legal Entity
- * Enterprise
- * Division

NEW QUESTION 64

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

- * Create a free-form content type and a new content item.
- * Create a new content type and content item.
- * Use a seeded content type and a new content item.
- * Create a new content type but a seeded content item.
- * Create a free-form content type without a content item.

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