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NEW QUESTION: 1

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

- A. An employee number is associated with a Pending Worker.
- B. A person number is associated with a Pending Worker.
- C. This is a person for whom you create a person record that is effective before the hire date.
- D. A person who already has a person record cannot be a Pending Worker.

Answer: B,C,D (LEAVE A REPLY)

NEW 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 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.
- B. 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.
- C. 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.

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.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 3

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

Which option represents seeded tree structures?

A. organization, position, division, establishment

B. organization, job, department, geographies

C. organization, position, division, geographies

D. organization, job, division, geographies

E. organization, position, department, geographies

Answer: E (LEAVE A REPLY)

NEW QUESTION: 4

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

A. The second level approver might have approved the request.

B. The second level approver might have reassigned the request.

C. The second level approver might have rejected the request.

D. The second level approver might have executed a pushback on the request.

E. The second level approver might have opted for an adhoc route.

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 5

An organization has multiple legal entities that need to be registered with more than one jurisdiction. Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

A. Income tax jurisdiction needs to be created to report income tax to the legal authority.

B. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

C. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration.

- D. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- E. Legal authorities are defined in Enterprise Structure Configurator.

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 6

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types? (Choose two.)

- A. Action types are seeded.
- B. If Termination is an action, Normal Termination is an action type.
- C. An Action type cannot be associated with user-defined actions.
- D. Every Action type can have multiple actions within it.
- E. Additional Action types can be created.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

An employee's job description is "Recruiter" as of 01-Jan-2015. This job was updated in the system to

"Consultant" on 01-Feb-2015. The 01-Feb-2015 assignment record is the latest effective dated employment record in the system. On 01-Mar-2015, the HR specialist wants to view this employee's previous employment details and searches for them on the Person Management page. The HR specialist enters the effective as-of date value as 31-Jan-2015 with the search keyword "Recruiter" because the employee was working as a recruiter on 31st Jan 2015. The search returns no rows.

What is causing this?

- A. The Update Person Search Keyword process has updated the latest effective dated job attribute in the keyword record.
- B. The Update Person Search keyword process has failed on 01-Mar-2015 but ran successfully the previous day.
- C. The Update Person Search Keyword process has associated the effective dates with the job attributes in the keyword record resulting in search discrepancies.
- D. The Person Management page search does not support Job attribute keywords.
- E. The Person Management page search does not support date-effective keywords.
- F. The Update Person Search keyword process has failed on 31-Jan-2015 but ran successfully the next day.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 8

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

A. work day information, employment model, position synchronization configuration, worker number generation

B. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

C. work day information, user account generation, employment model, position synchronization configuration, worker number generation

D. work day information, person number generation method, employment model, position synchronization configuration, worker number generation

Answer: B (LEAVE A REPLY)

NEW QUESTION: 9

As a Line Manager within the organization you are able to do a search on restricted worker information within the Directory.

What values are you able to search on that workers and HR Administrators are not able to?

A. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.

B. Work location, department, job title, and school education.

C. Worker Competencies. Areas of Expertise. Areas of Interest, and school education.

D. Worker Competencies, work location, department, and languages.

Answer: (SHOW ANSWER)

NEW QUESTION: 10

You have a business requirement to default in the Business Title of a worker when a user updates a worker's assignment by using one of the worker employment responsive flows.

How can you enable this feature and which options are available for defaulting?

A. Enable the Default Business Title field on the Enterprise HCM Information tasks and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

B. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

C. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Position Change, Allow Override if Position Data is Overridden.

D. Enable the ORA_PER_EMPL_DEFAULT_BUSINESS_TITLE_FROM profile option, and select either Retain User Changes, Automatically Update Based on Job Change, or Automatically Update Based on Position Change.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 11

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available.

What setup is required to meet this requirement?

- A. All approvers must be present in the system; else, the promotion transaction fails.
- B. Enable a descriptive flex field to capture the approves in the required sequence and create Approval Group List Builder.
- C. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- D. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- E. While configuring Approval Group List Builder, select "Allow empty groups" as True.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 12

Which feature helps you capture legislative information for grades on the create and edit grade pages?

- A. Extensible Flexfields
- B. Descriptive Flexfield
- C. Key Flexfields
- D. Lookups

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 13

What are three advantages of using Position Synchronization?

- A. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- B. The customer can configure which assignment attributes to synchronize from the position.
- C. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- D. If you use Position Synchronization, Manager Self Service cannot be used.

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 14

You are configuring Enterprise Onboarding Checklists and need to c to new hires during onboarding by line managers and HR specialists.

Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Completion
- C. Checklist Validity
- D. Task Library

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 15

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

Answer: A,B,C (LEAVE A REPLY)

NEW QUESTION: 16

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- A. Create a new geography validation.
- B. Set the geography validation level to Error instead of No Validation.
- C. Educate users to use the country-specific address format only.
- D. Effective End Date for geography validation is end of time.

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 17

Identify the three delivered free-form content types of Profile Management.

- A. Potential
- B. Accomplishments
- C. Honors and Awards
- D. Career Preferences
- E. Languages

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 18

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

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

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 19

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring.

What is the correct action to take in order to meet this requirement?

- A. Create two new action types and associate them with the existing action, Hire.
- B. Create two new action types: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new actions and associate them with the existing action type, Hire an Employee.
- E. Create two new actions: hire part-time employee and hire full-time employee.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 20

Which three statements are true about Person Number?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Your organization needs to be able to select the action of Legal Employer Transfer on the employment record to move a worker from one legal employer to another.

What configuration will you need to do to make this possible?

- A. Modify the delivered action of Transfer and associate it with the action type of Global Transfer.
- B. Create a new action called Legal Employer Transfer and associate it with the action type of Legal Entity Transfer.
- C. Create a new action called Legal Employer Transfer and associate it with the action type of Global Transfer.

D. Create a new action type of Legal Employer Transfer, and then create a new action of Legal Employer Transfer and associate it with the new action type.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

A. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.

B. Create an additional lookup with the value Hire Part-Time Employee.

C. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

D. Create an additional Action type Hire Part-Time Employee and do not associate it with any Action type.

Answer: **A** ([LEAVE A REPLY](#))

NEW QUESTION: 23

Your organization has decided to implement Position Synchronization for a section of workers. At what levels can you configure this feature?

A. Legal Employer, Division, and Country

B. Enterprise HCM Information, Division, and Department

C. Legal Employer, Division, and Business Unit

D. Enterprise HCM Information and Legal Employer

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Availability (work time) can be defined in HCM Cloud in different ways.

In what order does the application search for an employee's schedule, before applying it to an assignment?

A. Published schedules, Employment work week, Primary work schedule, Standard working hours

B. Published schedules, Primary work schedule, Employment work week, Standard working hours

C. Standard working hours, Primary work schedule, Employment work week, Published schedules

D. Employment work week, Published schedules, Primary work schedule, Standard working hours

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

The Human Resource Representative of the organization is trying to set up the Jobs and Positions for the enterprise.

What are the three options that the Human Resource Representative should be aware of regarding Jobs and Positions? (Choose three.)

- A. Jobs are shared by Sets and Positions are assigned to Business Units.
- B. When creating Positions, the grades that are specified for the job become the default grades for the Position.
- C. Department and location can be defined for a Position.
- D. Jobs and Positions are shared by Sets.

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 26

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

Which method should be used?

- A. Automatic Prior to Final Save
- B. Automatic Prior to Submission
- C. Automatic Upon Final Save
- D. Automatic Upon Final Submission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who have Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. PhD is a sensitive keyword and is used elsewhere in the person's information.
- B. HR does not have access to other departments where employees are "PhD".
- C. HR does not have access to the "Experience and Qualification" card.
- D. HR has access to Oracle Global Human Resources Cloud department.
- E. Areas of expertise is public information.

Answer: E ([LEAVE A REPLY](#))

NEW QUESTION: 28

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.

- C. Person records cease to exist when a person is terminated from an organization.
- D. Person records are auto-archived two years after a person is terminated from an organization.
- E. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

As an employee within an organization you access your Public Information/Spotlight page within the Directory.

What updates are you allowed to directly make on this page that all users with access to your Public Spotlight will be able to view?

- A. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and peer information.
- B. Update about me, area of expertise, area of interest, contact information, profile photo, public message, and background photo.
- C. Update area of expertise, area of interest, contact information, profile photo, public message, and HR Representative Information.
- D. Update home address, area of interest, contact information, profile photo, public message, and background photo.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 30

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What statement is correct?

- A. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.
- B. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- C. The line manager search is based on the public person security access.
- D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 31

Your client has a requirement to verify employment eligibility for workers in the United States. The verification process ensures workers meet all the requirements to be able to work for a legal employer within the United States.

How would you configure this requirement using onboarding checklists?

- A. Create a task of configurable form, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.
- B. Create a task with the type I-9 Verification, the performer is HR representative, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.
- C. Create a task with the type I-9 Verification, the performer is workers, and an integration is configured between HCM Cloud and the HireRight vendor.
- D. Create a task with the type I-9 Verification, the performer is workers, the task is required, and an integration is configured between HCM Cloud and the HireRight vendor.

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 32

As an implementation consultant, you need to configure different rules for the Transfer transaction.

Which fields can be used as criteria or parameters to determine when and for whom a rule is applied?

- A. Role, Legal Entity, Country, Business Unit, Action, and Worker Type
- B. Business Unit, Location, Position, Action, and Worker Type
- C. Legal Entity, Country, Business Unit, Division, Action, and Worker Type
- D. Role, Legal Entity, Country, Division, Action, and Worker Type

Answer: (SHOW ANSWER)

NEW QUESTION: 33

Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

- A. The person has both Non-Worker and Employee work relationship with the legal employer.
- B. The person has only an Employee work relationship with the legal employer.
- C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
- D. The person retains the Non-Worker work relationship with the legal employer.

Answer: (SHOW ANSWER)

NEW QUESTION: 34

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.

- A. Create a new action reason and associate it with the available action type. Use it during termination.
- B. Create a new action > Create a new reason and use it during termination.
- C. Create a new action type > Create a new action reason and use it during termination.
- D. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.
- E. Create a new action type > Create a new action > Create a new action reason and use it during termination.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 35

Which three options define Enterprise Structures Configurator (ESC)? (Choose three.)

- A. The tool creates a structure of divisions that may then be manipulated by the administrator.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- D. The tool creates a structure of divisions, legal entities, business units and departments.
- E. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 36

An organization wants to include a security profile in an HCM data role and then provision the data role to a user.

Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process
- B. Person, Organization, Position, Legislative Data Group, Country, Document Type, Payroll, Payroll Flow, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow
- D. Person, Organization, Position, Legislative Data Group, Country, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Answer: B (LEAVE A REPLY)

NEW QUESTION: 37

Which three options are true regarding Grade Ladders? (Choose three.)

- A. Two types of Grade Ladders are available.
- B. Grade Ladders are used to group grades or grades with steps.
- C. A Grade Ladder can be created with a combination of both grades and grades with steps.
- D. A Grade Ladder cannot be created with a combination of both grades and grades with steps.
- E. Five types of Grade Ladders are available.

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 38

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

Answer: [D \(LEAVE A REPLY\)](#)

NEW QUESTION: 39

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade.

(Choose two.)

- A. Add the rates at the same time as when you add the grade using the Manage Grades task.
- B. First add the grade to a grade ladder, then add the rates for each step.
- C. First add the rates for each step, then add the grade to a grade ladder.
- D. Use the Default Grade rates that are available upon creating grades.
- E. Add the rates separately using the Manage Grade Rates task.

Answer: [A,E \(LEAVE A REPLY\)](#)

NEW QUESTION: 40

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement.

- A. Create two new action and associate them with the existing action type, Hire an Employee.
- B. Create two new action types and associate them with the existing action, Hire.
- C. Create two new actions: hire part-time employee and hire full-time employee.

- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new actions and new action reasons and associate them with each other.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

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.)

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

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.)

- A. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- B. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- C. The transaction goes into error because it was no auto-claimed.
- D. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.

E. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

F. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 44

As an HR specialist, you have been asked to create and assign a new schedule to employees that will be working a new shift.

What steps should you follow to meet this requirement?

A. Create a shift, create a work pattern, create a work schedule, assign the shift through the manage employment task.

B. Create a shift, create a work pattern, create a work schedule, assign the schedule through work schedule assignment.

C. Create a work pattern, create a shift, create a work schedule, assign the schedule through work schedule assignment.

D. Create a shift, create a work pattern, assign the work pattern through work schedule assignment.

Answer: B ([LEAVE A REPLY](#))

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