

# Oracle.1Z0-1046-21.v2022-03-29.q41

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## NEW QUESTION: 1

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 rate and the salary basis are tied to different legislative data groups.
- D. The grade and the salary basis are tied to different legislative data groups.

**Answer: C (LEAVE A REPLY)**

## NEW QUESTION: 2

An enterprise operates in a country where contract information is required for employees.

What type of employment model can the enterprise use?

- A. multiple assignments with contracts
- B. multiple assignments
- C. contract assignment
- D. single assignment with contracts
- E. single assignment

**Answer: D (LEAVE A REPLY)**

## NEW QUESTION: 3

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. Areas of Expertise. Areas of Interest, and school education.
- B. Worker Competencies, work location, department, and languages.
- C. Work location, department, job title, and school education.
- D. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 4**

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field dropdown.

What is preventing you from selecting the action?

- A. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.
- B. The employee has no active work relationships.
- C. The employee has a suspended assignment.
- D. The employee already has multiple assignments within that legal employer.

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 5**

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. Geography type can either be defined by a user or can be geopolitical.
- B. You must map geography to reporting establishments for reporting purposes.
- C. You must identify the top-level of geography as Country and define a geography type.
- D. It is mandatory to define geography validations before geography hierarchy can be defined.
- E. You must set geography validation for the specific address style for a country.

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

#### **NEW QUESTION: 6**

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

E. Create two new action types and associate them with the existing action, Hire.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 7**

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 Business Unit
- B. Enterprise HCM Information, Division, and Department
- C. Enterprise HCM Information and Legal Employer
- D. Legal Employer, Division, and Country

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 8**

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

- A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.
- B. The seeded HR Specialist role does not have access to hire the worker in the instance.
- C. The Public Person Security Profile is set up as View All Workers in the data role, which is attached to the seeded HR Specialist application role.
- D. The Refresh Manager Hierarchy process is not run in the instance.
- E. The Person Profile is not created for any of the employees in the new instance.

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

#### **NEW QUESTION: 9**

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

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

#### **NEW QUESTION: 10**

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee's line manager?

- A. The line manager search is based on the public person security access.
- B. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- C. 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.
- D. 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.

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

#### **NEW QUESTION: 11**

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

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

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

#### **NEW QUESTION: 12**

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position. His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Transfer
- B. Global Transfer
- C. Global Temporary Assignment
- D. Temporary Assignment

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 13**

Which employment model options are available for newly provisioned HCM Cloud environments?

- A. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple contracts multiple assignment, 2-tier multiple assignment
- B. 2-tier multiple assignment, 2-tier single assignment
- C. 2-tier single assignment, 2-tier multiple assignment, 2-tier multiple contracts multiple assignment
- D. 2-tier single assignment, 2-tier single contract single assignment, 2-tier multiple assignment, 2-tier multiple contracts single assignment

**Answer: B (LEAVE A REPLY)**

Explanation

Reference

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r12/wn/r12-global-hr-wn.htm>

**NEW QUESTION: 14**

A manager returned from US Subsidiary after a period of 3 months to his source location of UK Subsidiary.

Which is the option a Human Resource representative should exercise to re-instate the manager's records in the source legal employer?

- A. Create another assignment with the return date as the effective date.
- B. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignment's in the source legal employer are reinstated automatically on the return date.
- C. Entering the return will automatically re-instate the record on the return date.
- D. Deploy a Descriptive Flexfile to capture the return date. Update this segment with the actual return date to reinstate the record.

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 15**

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- B. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

D. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 16**

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, position, department, geographies

C. organization, job, division, geographies

D. organization, job, department, geographies

E. organization, position, division, geographies

**Answer: B (LEAVE A REPLY)**

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#### **NEW QUESTION: 17**

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?

A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.

B. Action Type was not defined for the checklist.

C. Action Reasons were not defined in the checklist.

D. The Action associated with the checklist does not match the Action selected during the termination process.

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 18**

A static approval group named "Trio" comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these members receive the assignment change approval notification?

- A. All three get the notification at the same time.
- B. First Approver - Dia, Second Approver - Susan, Third Approval - Jacob
- C. System decides the approval route by randomly selecting approvers who are a part of the approval group.
- D. The approval is routed alphabetically.
- E. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia

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

**NEW QUESTION: 19**

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.)

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

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

**NEW QUESTION: 20**

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. using a department hierarchy (tree) or a position hierarchy (tree) with which the worker is associated based on their personal or assignment information
- C. using an organization hierarchy (tree) or a geography hierarchy (tree) with which the worker is associated based on their personal or assignment information
- D. associating a calendar event category with the worker's assignment

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

**NEW QUESTION: 21**

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

- A.** The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.
- B.** The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.
- C.** If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.
- D.** The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.

**Answer: C (LEAVE A REPLY)**

### **NEW QUESTION: 22**

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 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.
- B.** 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.
- C.** 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.
- D.** 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.

**Answer: C (LEAVE A REPLY)**

### **NEW QUESTION: 23**

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?

- A.** June 12, 2015
- B.** August 15, 2015
- C.** July 11, 2015
- D.** January 1, 2015

**Answer: A (LEAVE A REPLY)**

### **NEW QUESTION: 24**

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

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 25**

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

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 26**

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.)

- A. A grade cannot be deleted and can only be end-dated.
- B. There are assignment records of one or more employees associated with this grade.
- C. The grade has grade rates defined.
- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".

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

#### **NEW QUESTION: 27**

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

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

### **NEW QUESTION: 28**

Which option correctly describes free-form content types?

- A.** They contain relationships and properties as part of the profile type.
- B.** They do not contain relationships but contain properties as part of the profile type.
- C.** They contain relationships and do not contain properties until you add them to the profile type.
- D.** They do not contain relationships or properties until you add them to a profile type.

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

### **NEW QUESTION: 29**

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 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.
- B.** 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.
- C.** All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.
- D.** The line manager search is based on the public person security access.

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

### **NEW QUESTION: 30**

A 'Business Visa Introduction Letter' is an example of a document that may be required on a regular basis for certain people who travel and work internationally. To speed up the process of obtaining the letter the system can store a copy, which the user downloads whenever it is required.

Where are the document templates configured, before they are associated with the appropriate Document Type?

- A. Design Studio
- B. Page Composer
- C. Oracle Transnational Business Intelligence (OTBI)
- D. BI Publisher (BIP)

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

### NEW QUESTION: 31

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

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

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### NEW QUESTION: 32

Journeys is a one-stop app, which enables you to use checklists of any category to guide workers when they experience a change, be it work related, such as their onboarding, or personal, such as an update to their marital status.

How do you enable Journeys in HCM Cloud?

- A. Enable the Journeys option to either the Manage Enterprise HCM Information or Manage Legal Entity HCM Information task.
- B. Enable the Journeys option to either the Manage Legal Entity HCM Information task.
- C. Enable the ORA\_PER\_JOURNEYS\_ENABLED profile option with the Manage Administrator Profile Values task.
- D. Enable the Journeys option to either the Manage Enterprise HCM Information task.

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

**NEW QUESTION: 33**

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

- A. Legal Employer
- B. Business Unit
- C. Enterprise
- D. Payroll Statutory Unit
- E. Job Family
- F. Division
- G. Sub-Division

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

**NEW QUESTION: 34**

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

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

**NEW QUESTION: 35**

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

- A. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- B. work day information, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, 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: ([SHOW ANSWER](#))**

**NEW QUESTION: 36**

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

- A.** Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- B.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C.** Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- D.** Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

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

#### **NEW QUESTION: 37**

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.)

- A.** There are no conditions. The worker generation method can be changed to automatic at any time.
- B.** The employment model selected should be three-tier.
- C.** Manual worker-number generation for a legal employer can be selected at any time.
- D.** The employment model selected should be one-tier.
- E.** No Employee or Contingent Worker work relationships should exist for that legal employer.

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

#### **NEW QUESTION: 38**

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

- A.** For industries with high turnover, such as Retail.
- B.** For customers with very fluid organization structures.
- C.** If a successor is hired typically into a similar role.

D. For industries with fixed organization structures, such as Public Sector, Higher Education, and Healthcare

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

#### **NEW QUESTION: 39**

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

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. 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.
- C. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- D. The tool creates a structure of divisions that may then be manipulated by the administrator.
- E. The tool creates a structure of divisions, legal entities, business units and departments.

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

#### **NEW QUESTION: 40**

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 opted for an adhoc route.
- B. The second level approver might have approved the request.
- C. The second level approver might have executed a pushback on the request.
- D. The second level approver might have reassigned the request.
- E. The second level approver might have rejected the request.

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

#### **NEW QUESTION: 41**

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major restructuring. The client wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison.

What should you do to meet this requirement of the client?

- A. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow.

Analyze and compare them by using the configuration review pages, including the Technical Summary Report, before loading the final one.

**B.** Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and, if it does not suit the client, use the rollback option before creating another structure.

**C.** Configure multiple enterprise structures and load all of them simultaneously so that analysis and comparison can be done.

**D.** Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon.

**Answer: A (LEAVE A REPLY)**

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