



Oracle

Exam 1z0-329

Oracle Global Human Resources Cloud 2016 Implementation Essentials

Version: 7.0

[Total Questions: 81]

Question No : 1

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. Sub-Division
- F. Enterprise
- G. Division

Answer: B

Question No : 2

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Facility
- C. Department
- D. Geography
- E. Division
- F. Location

Answer: C,E,F

Question No : 3

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?

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

Answer: D

Question No : 4

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

- A. Contract Worker
- B. Person of Interest
- C. Non-Worker
- D. Employee
- E. Contingent Worker
- F. Pending Worker

Answer: C,D,E,F

Question No : 5

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 retains the Non-Worker 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 has both Non-Worker and Employee work relationships with the legal employer.

Answer: D

Question No : 6

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles

- A. Define Talent Profile Content > Manage Educational Establishments
- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profile Content > Manage Content Subscribers
- D. Define Talent Profiles > Manage Profile Types

Answer: A

Question No : 7

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

Answer: B

Question No : 8

people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. content library
- B. educational establishment
- C. rating model
- D. content subscriber
- E. instance qualifier

Answer: E

Question No : 9

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

- A. legal entity, department, division, location
- B. jobs, grades, salary plan, rates
- C. enterprise, legal entity, business unit, position
- D. department, location, jobs, grades

Answer: D

Question No : 10

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major relient 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 would you do to meet this requirement of the client?

- A. Configure multiple enterprise structures and load all of them simultaneously so that analysis and companson can be done.
- B. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upone creating another structure.
- C. 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 rolltore loading lthe final one.
- D. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow, and analyze and compare them by using the

Answer: D

Question No : 11

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior (Choose two)

- A. The employee is working as an employee in Finance Department.
- B. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment
- C. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.
- D. The employee is working as a contingent worker in Finance Department.
- E. The employee is inactive as of 01-Jan-2015.

Answer: C,E

Question No : 12

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. Line managers can create and manage work relationships, employment terms, and assignments for all workers.
- B. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- C. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- D. Line Managers can transfer their direct and indirect reports only
- E. The Add Person tasks include creating a new person's first work relationship with the enterprise.

Answer: B,D,E

Question No : 13

Which three options are true about Oracle Workforce Predictions? (Choose three.)

- A. Performance predictions are available for both teams and individual assignments.
- B. Contingent Worker and Nonworker work relationships are included.
- C. It predicts individual voluntary termination and performance.
- D. It predicts team voluntary termination and performance.
- E. It predicts team/individual involuntary termination and performance.

Answer: A,C,D

Question No : 14

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 has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

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

Answer: E

Question No : 15

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.

- A. PER_ENFORCE_VALID_GRADES is set to Yes at site level
- B. GRADE_PAY_RATE_TYPE is set to No at site level
- C. PER_ENFORCE_VALID_GRADES is set to No at site level.
- D. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level
- E. PER DEFAULT GRADE FROM JOB POSITION is set to No at site level.

Answer: C

Question No : 16

You are implementing Oracle Global Human Resources Cloud for a customer.

What is the correct order (or implementing the Action Framework?

- A. Action, Action Type, Action Reason
- B. Action, Action Reason, Action Type

- C. Action Type, Action, Action Reason
- D. Action Type, Action Reason, Action

Answer: C

Question No : 17

A candidate applied for an employment opportunity with a legal employer in the past. The candidate reapplies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value.

Which option does the application use to check if a matching record already exists in the system?

- A. Because the national identifier has changed, the system cannot identify the matching record
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. The application searches for the availability of date of birth and middle name to identify the matching record.
- D. The application cannot identify the matching record and there will be two person records available for further processing.

Answer: B

Question No : 18

An employee accesses My Portrait and wants to create his personal payment method. On navigating to the link, the employee sees that the 'Create icon is disabled and he is unable to create his personal payment method. The employee raises a service request to troubleshoot this issue.

What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two)

- A. The elements are not defined.
- B. The Payroll Definition does not have a Valid Payment Method assigned.
- C. The employee does not have a valid payment method.

D. The employee does not have a payroll relationship associated.

Answer: B,D

Question No : 19

As an implementation consultant, you are required to define a legal entity. Which three options are correct about a legal entity? (Choose three.)

- A. A legal entity can be identified as a legal employer in Human Capital Management.
- B. A legal entity must comply with regulations and local jurisdictions.
- C. A legal entity can own assets, record sales, pay taxes, and perform transactions.
- D. A legal entity may act as a virtual organization.
- E. Legal entities are not responsible for payment of social insurance.

Answer: A,B,C

Question No : 20

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model.

Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Talent Review
- B. Performance Management
- C. Compensation Management
- D. Goal Management

Answer: B

Question No : 21

A public holiday message is displayed on the gallery page for the German employees of the organization.

Identify two reasons why the holiday message can also be viewed by some of the French employees on their portrait page. (Choose two.)