



# Oracle

## Exam 1z0-965

### Oracle Global Human Resources Cloud 2017 Implementation Essentials

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[ Total Questions: 91 ]

**Question No : 1**

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 do you perform to meet this requirement?

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

**Answer: C,D,E**

**Question No : 2**

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 : 3**

While trying to create a Legal Entity you realize that the country list of value does not have the country you want. Identify why the country you want is not visible.

- A. The list of Countries on the Legal Entity comes from enabling the field through Page Composer. The component in the Page Composer was hidden at the Site level.

- B.** The list of Countries on the Legal Entity comes from the list of defined Legal Jurisdictions. The missing country has not been identified as a Legal Jurisdiction.
- C.** The list of Countries on the Legal Entity comes from enabling a descriptive flexfield that has not been deployed.
- D.** The list of Countries on the Legal Entity comes from independent value set. The independent value set did not have the country as one of the values.

**Answer: D**

#### **Question No : 4**

An IT company's consulting department based in Bangalore goes for two team outing events every year. However, the support department, also based in Bangalore, goes (or four team outing events every year. All employees in these departments go for the respective team outing events.

How should you define the calendar events'?

- A.** Use Organization Hierarchy as the Hierarchy type for the calendar event.
- B.** Use Absence Approval Hierarchy as the Hierarchy type for the calendar event
- C.** Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- D.** Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- E.** Use Project Manager Hierarchy as the Hierarchy type for the calendar event.

**Answer: A**

#### **Question No : 5**

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

**Answer: C**

**Question No : 6**

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 : 7**

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of? (Choose three.)

- A.** Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- B.** Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.
- C.** It is required to associate country and currency details while defining Legislative Data Group.
- D.** Legislative Data Groups can span enterprises
- E.** Legislative Data Groups do not span enterprises.

**Answer: B,C,D**

**Question No : 8**

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 > Create a new reason and 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 reason and associate it with the available action type. 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 > Associate it with an existing action type > Create a new action reason and use it during termination.

**Answer: C**

**Question No : 9**

Identify the four business subprocess offered under the workforce Deployment category of the Oracle Fusion HCM family.

- A. Manage Absence
- B. Manage Global Workforce
- C. Manage Worker Performance
- D. Manage Social Networking
- E. Manage Workforce Profiles
- F. Manage Workforce Life Cycle

**Answer: A,D,E,F**

**Question No : 10**

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added

Identify the cause of this.

- A. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.
- B. Appropriate role mapping rules are not defined for the data role with Self-requestable check box checked
- C. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked
- D. The HR Representative does not have the appropriate role to add the role.

**Answer: A**

### **Question No : 11**

Your customer wants the Activities and Interests card to be available to all workers in the organization so that they can key in their information before performance appraisals.

Which option will help the administrator to enable worker control on the Activities and Interests card?

- A. Edit Public Settings > Activities and Interests, and then select Everyone under Default Visibility.
- B. Edit Public Settings > Activities and Interests, and then select Assign User Control
- C. Edit Public Settings > Activities and Interests, and then select My Managers under Default Visibility.
- D. Edit Public Settings > Activities and Interests, and then select Default Card
- E. Edit Public Settings > Activities and Interests, and then select Allow User Control
- F. Edit Public Settings > Activities and Interests, and then select Display.

**Answer: A**

### **Question No : 12**

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 : 13**

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 three members receive the assignment change approval notification?

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

**Answer: C**

### **Question No : 14**

An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it. Which option describes the cause of this issue?

- A. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.
- B. The line manager does not have the privilege to receive notifications.
- C. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.
- D. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.

**Answer: A**

**Question No : 15**

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

**Answer: A,B,C**

**Question No : 16**

What are used as templates to create profiles?

- A. Profiles
- B. Profile types
- C. Content Items
- D. Content type

**Answer: B**

**Explanation:** Profile types are templates that you use to create profiles. Profile types determine whether the profile is for a person or for a workforce structure such as a job or a position, and the content of the profile. You select content types from the content library to create content sections for the profile type.

**Question No : 17**

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmployment Approval to NewPersonEmploymentApprovalRules\_NewPersonRuleSet failed with Business Fault\* null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the human resource specialist to hire a person
- B. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Update Person Keyword Search process must be run before hiring a person.

**Answer: C**

**Question No : 18**

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Create an appropriate job set
- C. Benchmark all the jobs in the system.
- D. Job Evaluation criteria must be set up during job creation.
- E. Progression Job Information must be defined during job creation.

**Answer: E**

**Question No : 19**

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 : 20**

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 is the effective start date of personal details displayed by the system as of August 15, 2015?

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

**Answer: A**

**Question No : 21**

As a line manager, you often use voluntary termination and performance predictions to be aware of worker dynamics and take corrective action. You are aware that these predictions are based on specific attributes from an employee record.

At which level are the attributes that are required for the analysis held?

- A. payroll
- B. setup
- C. job
- D. assignment