

Oracle

Exam 1z0-329

Oracle Global Human Resources Cloud 2016 Implementation Essentials

Version: 7.0

[Total Questions: 81]

Question No : 1

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 : 2

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, department, geographies
- D. organization, position, division, geographies
- E. organization, job, division, geographies

Answer: C

Question No : 3

Which three options define Locations? (Choose three.)

- A. Location information is entered only once. Subsequently, when setting up workforce structures the locations are selected from a list.
- B. Locations that are created can be represented as a tree and can be used in the security

profile.

C. Locations that are created can be represented on a map for easier identification and access.

D. A location identifies the physical addresses of a workforce structure, such as a department.

Answer: A,C,D

Question No : 4

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

B. Person, Organization, Position. Legislative Data Group, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process

C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process

D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Answer: C

Question No : 5

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 : 6

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 : 7

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 : 8

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 type Hire Part-Time Employee and do not associate it with any Action type.
- B. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.
- C. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- D. Create an additional lookup with the value Hire Part-Time Employee

Answer: C

Question No : 9

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 : 10

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

Answer: B

Question No : 11

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 a two-tier to a three-tier model?

- A.** 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.
- 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 cannot move from a two-tier to a three-tier employment model after the model has been implemented.

Answer: C

Question No : 12

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

Answer: B,D

Question No : 13

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