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Vendor:Oracle

Exam Code:1Z0-329

Exam Name:Oracle Global Human Resources Cloud
2016 Implementation

Version:Demo

QUESTION 1

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

Correct Answer: C

QUESTION 2

As a human resource executive, you create a new location in the system. After several days, while creating an employee record in the system, you are unable to see this location in the list of values for Location on the Assignment tab. Identify

two reasons for this.

(Choose two.)

- A. Effective Start Date of the location was not given when the location was created.
- B. The created location has been end-dated.
- C. The location was not associated with any set.
- D. The location was made inactive

Correct Answer: CD

QUESTION 3

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

Correct Answer: A

QUESTION 4

Which two options are not methods by which a line manager can promote his subordinate "John" in the application? (Choose two.)

- A. The line manager can select My Portrait and click Promote under the Actions menu.
- B. The line manager can enter Promote John in the Person Gallery Keyword Search, which launches the promotion process automatically.
- C. The line manager can promote John from Organization Chart Actions under Personal and Employment.
- D. The line manager can access John's portrait and click Promote under the Actions menu.

Correct Answer: AC

QUESTION 5

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.

Correct Answer: C

QUESTION 6

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure.

Identify the organization type against which you can maintain this information.

- A. Department
- B. Business Unit
- C. Enterprise

- D. Legal Entity
- E. Division
- F. Reporting Establishment

Correct Answer: A

QUESTION 7

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- A. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.
- B. Change the order of the cards by using Portrait Settings.
- C. Change the default card to "User Account Details" in Portrait Settings.
- D. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.
- E. Enable "Allow User Control" in Portrait Settings for all the portrait cards.

Correct Answer: D

QUESTION 8

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

Correct Answer: B

QUESTION 9

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.

Correct Answer: B

QUESTION 10

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.

Correct Answer: ACD

QUESTION 11

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically.

What should you do to achieve the required functionality?

- A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery
- B. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Correct Answer: C

QUESTION 12

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.

Correct Answer: CDE

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