1Z0-329Q&As

Oracle Global Human Resources Cloud 2016 Implementation

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QUESTION 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.

Correct Answer: BCD

QUESTION 2

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.

Correct Answer: BDE

QUESTION 3

A public holiday message is displayed on the gallerypagefor theGerman 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.)

A. The employees are terminated.

B. The event message under the "Public Holiday" calendar event category is viewed by everybody.

C. The French employees have their primary work schedule associated with the "Public Holiday" calendar event category.

D. The French region is associated with the calendar event.

E. The "Public Holiday" calendar event category controls the visibility of the calendar event massages.

Correct Answer: CD

QUESTION 4

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 5

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.

Correct Answer: B

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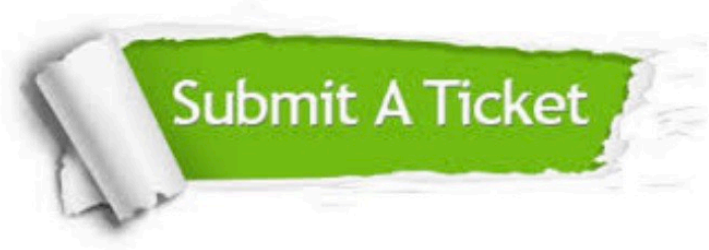

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