I S L E V E R

1Z0-329

Oracle Global Human Resources Cloud 2016
Implementation Essentials

DEMO

https://www.islever.com/1z0-329.html
https://www.islever.com/oracle.html

QUESTION 1

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. (Choose two.)

A. The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.

B. The Refresh Manager Hierarchy process is not run in the instance.

C. The Public Person Security Profile is set up as View All People in the data role, which is attached to the seeded HR Specialist application role.

D. The seeded HR Specialist role does not have access to hire the worker in the instance.

E. The Person Profile is not created for any of the employees in the new instance.

Answer: AD

QUESTION 2

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 3

An employee starts employment with her company in France next month. She was employed by the enterprise in the United States for several years, but resigned two years ago. Identify the correct

statement about the person number for the employee.

A. The employee's new person number will be her previous number suffixed by -1.

B. The employee has a person record with the enterprise so she will continue with the same person number.

C. The employee continues with her old person number if global sequence is used for person number.

D. The employee gets a new person number for her employment in France if the legal employer sequence is used for person number.

Answer: B

QUESTION 4

If multiple 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 5

Which three options are true regarding Grade Ladders? (Choose three.)

A. Five types of Grade Ladders are available.

B. A Grade Ladder can be created with a combination of both grades and grades with steps.

C. A Grade Ladder cannot be created with a combination of both grades and grades with steps.

D. Two types of Grade Ladders are available.

E. Grade Ladders are used to group grades or grades with steps.

Answer: CDE

QUESTION 6

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 7

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.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

A. Contract Worker

B. Person of Interest

C. Non-Worker