



1Z0-329^{Q&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. At the minimum, what are the three options you should be aware of while defining a Business Unit in the application? (Choose three.)

- A. A Business unit can process transactions on behalf of many legal entities.
- B. A Business Unit performs one or many business functions that can be rolled up in a management hierarchy.
- C. A Business Unit performs one or many business functions like Payables invoicing, Payables payments, Procurement, Sales, Marketing etc.
- D. A Business unit can process transactions on behalf of many or a single legal entity depending on how the ESC option is set.

Correct Answer: ABC

QUESTION 2

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary
- D. Action Reasons can be deleted if no longer being used

Correct Answer: ABC

QUESTION 3

A manager in an organization plans to implement a three-tier employment model and wants to ensure that the same attributes are applied to each person in the organization.

Which approach would you recommend to meet this requirement?

- A. Set the values in employment terms and prevent override at assignment level.
- B. Do not set the values in employment terms and prevent override at assignment level.
- C. Set the values in employment terms and allow override at assignment level.
- D. Do not set the values in employment terms and allow override at assignment level.



Correct Answer: A

QUESTION 4

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.

Correct Answer: D

QUESTION 5

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

Correct Answer: C

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