



# 1Z0-329<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

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

Correct Answer: B

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**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

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**QUESTION 3**

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.

Correct Answer: AD

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#### 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

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#### QUESTION 5

When an HR specialist searches for Awards and Honors, such as PhD," the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud," it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise.

Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are "PhD.\\"'
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. PhD is a sensitive keyword and is used elsewhere in the person\'s information.
- D. HR does not have access to the "Experience and Qualification" card.
- E. Areas of expertise is public information.

Correct Answer: E

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