1Z0-965^{Q&As}

Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct?

A. There are no conditions. The worker generation method can be changed to automatic at any time.

B. The employment model selected should be one-tier.

C. No Employee or Contingent Worker work relationships should exist for that legal employer.

D. The employment model selected should be three-tier.

E. Manual worker-number generation for a legal employer can be selected at any time.

Correct Answer: CE

QUESTION 2

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader.

What process flow do you need to follow to ensure the migration is successful?

A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

B. Place zip file(s) containing data on the SFTP server. HCM Data Loader decompresses the zip files and imports individual data lines into staging tables. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

C. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

D. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application tables. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Correct Answer: A

Reference: https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/humancapital-management-cloud-integrating-with-oracle-hcm-cloud.pdf (26)

QUESTION 3

![Pass2Lead logo](https://Pass2Lead.com)
A manager checks the availability of a worker. The manager is not aware that the worker does not have a work schedule assigned. Which of the three items will be used to determine the availability of a worker?

A. Calendar Events

B. Absences

C. Standard Working Hours

D. Time Sheet

E. Contract Data

Correct Answer: ABC

QUESTION 4

As an HR Administrator, you are responsible for entering Pending workers into Oracle Global Human Resources Cloud.

Identify the three options that are correct for the Pending worker.

A. A person number is associated with a Pending Worker.

B. An employee number is associated with a Pending Worker.

C. A person who already has a person record cannot be a Pending Worker.

D. This is a person for whom you create a person record that is effective before the hire date.

Correct Answer: ACD

QUESTION 5

An employee accesses My Portrait and wants to create his personal payment method. On navigating to the link, the employee sees that the `Create\\' icon is disabled and he is unable to create his personal payment method. The employee raises a service request to troubleshoot this issue.

What are the two options the Analyst supporting the service request should look at for the root cause?

A. The employee does not have a valid payment method.

B. The employee does not have a payroll relationship associated.

C. The Payroll Definition does not have a Valid Payment Method assigned.

D. The elements are not defined.

Correct Answer: BC

QUESTION 6

![Pass2Lead](https://Pass2Lead.com)
Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee\\'s line manager?

A. The line manager search is based on the public person security access.

B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

C. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Correct Answer: C

QUESTION 7

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.

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 8

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. The HR Representative does not have the appropriate role to add the role.

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 Requestable check box checked.

D. Appropriate role mapping rules are not defined for the data role with Autoprovision check box checked.

Correct Answer: C

QUESTION 9

Which three statements are true about Person Number? (Choose three.)

A. The Person Number Generation Method cannot be changed once a person has been entered.

B. Initial Person Number cannot be provided at enterprise level.

C. The Person Number Generation method can be changed any time.

D. Initial Person Number can be provided at enterprise level.

E. Person Numbers for contacts are generated automatically.

Correct Answer: ADE

QUESTION 10

Which three options are true regarding Grade Ladders?

A. Five types of Grade Ladders are available.

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

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

D. Two types of Grade Ladders are available.

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

Correct Answer: BCD

QUESTION 11

Identify the three delivered free-form content types of Profile Management.

A. Career Preferences

B. Potential

C. Accomplishments

D. Honors and Awards

E. Languages

Correct Answer: CDE

QUESTION 12

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

A. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.

B. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.

C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.

D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: B

QUESTION 13

Which two statements are true about Action and Action Reasons?

A. There is always a one-to-one relationship between Action Type and Action.

B. It is mandatory to associate Actions with Action Reasons.

C. The history of effective date changes can be tracked well by using the Actions framework.

D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Correct Answer: CD

QUESTION 14

As a Line Manager within the organization you are able to do a search on restricted worker information within the Directory.

What values are you able to search on that workers and HR Administrators are not able to?

A. Worker Competencies, work location, department, and languages.

B. Work location, department, job title, and school education.

C. Worker Competencies, languages, licenses and certifications, and school education information within the Talent Profile.

D. Worker Competencies, Areas of Expertise, Areas of Interest, and school education.

Correct Answer: A

QUESTION 15

Your customer requires that the person number should not be generated if a request for new hire is not approved by the approver.

![Pass2Lead](https://Pass2Lead.com)
Which method should be used?

A. Automatic Upon Final Save

B. Automatic Upon Final Submission

C. Automatic Prior to Final Save

D. Automatic Prior to Submission

Correct Answer: A

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