



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

Oracle Global Human Resources Cloud 2016 Implementation

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### QUESTION 1

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 Autovision check box checked
- D. The HR Representative does not have the appropriate role to add the role.

Correct Answer: A

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### QUESTION 2

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmployment Approval toNewPersonEmploymentApprovalRules\_NewPersonRuleSet failed with Business Fault\* null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team.

What is the cause of this error?

- A. A security profile needs to be defined for the human resource specialist to hire a person
- B. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Update Person Keyword Search process must be run before hiring a person.

Correct Answer: C

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### QUESTION 3

You are implementing Oracle Global Human Resources Cloud for a customer.

What is the correct order (or implementing the Action Framework?



- A. Action, Action Type, Action Reason
- B. Action, Action Reason, Action Type
- C. Action Type, Action, Action Reason
- D. Action Type, Action Reason, Action

Correct Answer: C

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#### QUESTION 4

The HR of Finance Department searches for an employee who is the Finance Auditor. The search is conducted with an effective date of 01-Jan-2015 on the Person Management page. The search does not yield any results.

Identify two reasons for this behavior (Choose two)

- A. The employee is working as an employee in Finance Department.
- B. The employee has multiple assignments and being a Finance Auditor is a part of the secondary assignment
- C. The employee was a contingent worker until 31-Dec-2014 and will rejoin as an employee on 02-Jan-2015.
- D. The employee is working as a contingent worker in Finance Department.
- E. The employee is inactive as of 01-Jan-2015.

Correct Answer: CE

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#### QUESTION 5

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Sub-Division
- F. Enterprise
- G. Division

Correct Answer: B



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