



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

Oracle Global Human Resources Cloud 2016 Implementation

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### QUESTION 1

As an Oracle Global Human Resources Cloud implementation consultant, you are configuring an enterprise structure for an organization that has undergone major relient wants you to make multiple versions of the enterprise structure so that they can decide on a final one that suits them based on proper analysis and comparison. What would you do to meet this requirement of the client?

- A. Configure multiple enterprise structures and load all of them simultaneously so that analysis and companson can be done.
- B. Design the enterprise structure by using individual tasks available for each of the organizations and keep changing it until the final structure is agreed upon creating another structure.
- C. Create and load one enterprise structure at a time through Establish Enterprise Structure, analyze the structure and. if it does not suit the client, use the rolltore loading lhe final one.
- D. Configure multiple enterprise structures by using the Establish Enterprise Structure guided flow, and analyze and compare them by using the

Correct Answer: D

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### QUESTION 2

Your company wants to track previous employment information for workers, including employer name, dates of employment, and job description. Which action should you perform?

- A. Create a free-form content type without a content item.
- B. Create free-form content type and a new content item.
- C. Create a new content type but a seeded content item.
- D. Use a seeded content type and a new content item.
- E. Create a new content type and content item.

Correct Answer: A

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### QUESTION 3

The Human Resource Representative of the organization is trying to set up the grade rates. During the process, she realizes that the grades were created without steps. Identify two options for adding rates to the grade. (Choose two.)

- A. First add the rates for each step, then add the grade to a grade ladder.
- B. Add the rates separately using the Manage Grade Rates task.
- C. Use the Default Grade rates that are available upon creating grades.
- D. Add the rates at the same time as when you add the grade using the Manage Grades task



E. First add the grade to a grade ladder, then add the rates for each step.

Correct Answer: BD

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#### QUESTION 4

An employee accesses the application, adds a self-requestable role, and saves the transaction. However, the line manager does not receive any notification to either approve or reject it. Which option describes the cause of this issue?

A. The security profile associated with the data role assigned to the line manager prevents any notification flowing to him.

B. The line manager does not have the privilege to receive notifications.

C. The role provisioning user interface and objects are not workflow-enabled. They are not currently designed to send notifications for any provisioning type.

D. Approvals in Oracle Global Human Resources Cloud go to two levels by default. Approvals should be modified to go to the line manager.

Correct Answer: A

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#### 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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