# 1Z0-965<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2017 Implementation Essentials

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**QUESTION 1**

If multiple people update a performance rating for a competency on a worker\\'s profile, what is used to provide a unique identifier for each instance of the competency so what you can determine who provided what rating?

A. educational establishment

B. rating model

C. content subscriber

D. instance qualifier

E. content library

Correct Answer: D

**QUESTION 2**

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 3**

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 4**

An HR representative enters employee details in the application as part of the hiring process. On the Review page, the HR representative notices that Person Number does not show any number, but indicates "Generated Automatically".

Identify the option that relates to this intended behavior.

A. Person Number at the Enterprise Level is set to Manual.

B. Person Number at the Enterprise Level is set to Automatic before submission.

C. Person Number at the Enterprise Level is set to Automatic after final save.

D. Worker Number at the Enterprise Level is set to Manual.

Correct Answer: C

**QUESTION 5**

Which three options define Locations?

A. Location information is entered only once. Subsequently, when setting up workforce structures the location is selected from a list.

B. Locations that are created can be represented on a map for easier identification and access.

C. A location identifies the physical addresses of a workforce structure, such as a department.

D. Locations that are created can be represented as a tree and can be used in the security profile.

Correct Answer: ABC

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