Vendor: Oracle

Exam Code: 1Z0-329

Exam Name: Oracle Global Human Resources Cloud 2016 Implementation Essentials

Version: DEMO

QUESTION 1
Identify the correct option regarding the status of a person who has a Non-Worker work relationship (for example, an external trainer) with a legal employer, and applies for employment with the same legal employer and gets hired as an employee.

A. The person retains the Non-Worker work relationship with the legal employer.
B. The person has only an Employee work relationship with the legal employer.
C. The person no longer has a Non-Worker work relationship and has only an Employee work relationship with the legal employer.
D. The person has both Non-Worker and Employee work relationships with the legal employer.

Answer: D

QUESTION 2
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.

Answer: BD

QUESTION 3
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? (Choose two)

A. The elements are not defined.
B. The Payroll Definition does not have a Valid Payment Method assigned.
C. The employee does not have a valid payment method.
D. The employee does not have a payroll relationship associated.

Answer: BD

QUESTION 4
Your customer wants the Activities and Interests card to be available to all workers in the organization so that they can key in their information before performance appraisals.
Which option will help the administrator to enable worker control on the Activities and Interests card?

A. Edit Public Settings > Activities and Interests, and then select Everyone under Default Visibility.
B. Edit Public Settings > Activities and Interests, and then select Assign User Control
C. Edit Public Settings > Activities and Interests, and then select My Managers under Default

Visibility.
D. Edit Public Settings > Activities and Interests, and then select Default Card
E. Edit Public Settings > Activities and Interests, and then select Allow User Control
F. Edit Public Settings > Activities and Interests, and then select Display.

Answer: A

QUESTION 5
Which three options define Locations? (Choose three.)

A. Location information is entered only once. Subsequently, when setting up workforce structures the locations are selected from a list.
B. Locations that are created can be represented as a tree and can be used in the security profile.
C. Locations that are created can be represented on a map for easier identification and access.
D. A location identifies the physical addresses of a workforce structure, such as a department.

Answer: ACD

QUESTION 6
As a human resource executive, you create a new location in the system. After several days, while creating an employee record in the system, you are unable to see this location in the list of values for Location on the Assignment tab. Identify two reasons for this.
(Choose two.)

A. Effective Start Date of the location was not given when the location was created.
B. The created location has been end-dated.
C. The location was not associated with any set.
D. The location was made inactive

Answer: CD

QUESTION 7
Which three options are true about Oracle Workforce Predictions? (Choose three.)

A. Performance predictions are available for both teams and individual assignments.
B. Contingent Worker and Nonworker work relationships are included.
C. It predicts individual voluntary termination and performance.
D. It predicts team voluntary termination and performance.
E. It predicts team/individual involuntary termination and performance.

Answer: ACD

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