



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

Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

A static approval group named Trio\\' comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all the Manage Employment transactions, the approval should be routed to the "Trio" approval group. When the assignment change transaction is submitted, what is the order in which these three members receive the assignment change approval notification?

- A. System decides the approval route by randomly selecting approvers who are a part of the approval group
- B. First Approver - Dia, Second Approver - Susan, Third Approver - Jacob
- C. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia
- D. All three get the notification at the same time.
- E. The approval is routed alphabetically

Correct Answer: C

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**QUESTION 2**

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have opted for an adhoc route.
- B. The second level approver might have executed a pushback on the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have rejected the request.
- E. The second level approver might have approved the request.

Correct Answer: ABC

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**QUESTION 3**

As a line manager, you often use voluntary termination and performance predictions to be aware of worker dynamics and take corrective action. You are aware that these predictions are based on specific attributes from an employee record.

At which level are the attributes that are required for the analysis held?

- A. payroll
- B. setup
- C. job
- D. assignment



Correct Answer: D

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#### 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

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#### QUESTION 5

As a consultant in your company, you are required to set up names and details of schools, colleges, universities, and so on, so that users can select from this list when entering their qualifications such as degrees.

Identify the correct setup task in Functional Setup Manager > Define Workforce Profiles

- A. Define Talent Profile Content > Manage Educational Establishments
- B. Define Talent Profile Content > Manage Profile Content Items
- C. Define Talent Profile Content > Manage Content Subscribers
- D. Define Talent Profiles > Manage Profile Types

Correct Answer: A

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