



1Z0-329^{Q&As}

Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

The Human Resource Representative of an organization is trying to set up the grade rates for an enterprise. What three options should the Human Resource Representative be aware of regarding grade rates? (Choose three.)

- A. Grade rates can be different for different countries.
- B. Assign grades to sets and assign grade rates to Legislative Data Group.
- C. Must first add the grade to a grade ladder, and then add the rates for each step.
- D. Salaries are validated using the grade rates and a warning is issued that the new salary is outside the salary range
- E. Grade rates cannot be different for different countries.

Correct Answer: ABC

QUESTION 2

While promoting an employee in the system, it is required that the HR specialist be able to see the name of the next three jobs the employee can progress to in the list of values against the Job field.

Which setup meets this requirement?

- A. Descriptive flex fields must be defined to hold Progression Job Information.
- B. Create an appropriate job set
- C. Benchmark all the jobs in the system.
- D. Job Evaluation criteria must be set up during job creation.
- E. Progression Job Information must be defined during job creation.

Correct Answer: E

QUESTION 3

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

QUESTION 4

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

QUESTION 5

An organization has multiple legal entities that need to be registered with more than one jurisdiction Also, legal authority information needs to be printed on statutory reports.

As an Oracle Global Human Resources Cloud implementation consultant, which three options must you be aware of while defining legal jurisdiction and authorities for this organization? (Choose three.)

- A. Legal authorities are mandatory in Oracle Global Human Resources Cloud.
- B. Income tax jurisdiction needs to be created to report income tax to the legal authority.
- C. Legal authorities are defined in Enterprise Structure Configurator.
- D. When a legal entity is created, one legal reporting unit is automatically created for that legal entity with a registration
- E. Because there are multiple registrations, at least one jurisdiction must be defined as the identifying jurisdiction.

Correct Answer: BCE



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