



1Z0-329^{Q&As}

Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must set geography validation for the specific address style for a country.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must map geography to reporting establishments for reporting purposes.

Correct Answer: BCD

QUESTION 2

Select three correct Workforce Structure definitions. (Choose three.)

- A. Country
- B. Facility
- C. Department
- D. Geography
- E. Division
- F. Location

Correct Answer: CEF

QUESTION 3

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available.

- A. PER_ENFORCE_VALID_GRADES is set to Yes at site level
- B. GRADE_PAY_RATE_TYPE is set to No at site level
- C. PER_ENFORCE_VALID_GRADES is set to No at site level.
- D. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level
- E. PER DEFAULT GRADE FROM JOB POSITION is set to No at site level.



Correct Answer: C

QUESTION 4

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.
- B. The history of effective date changes can be tracked well by using the Actions framework.
- C. It is mandatory to associate Actions with Action Reasons.
- D. There is always a one-to-one relationship between Action Type and Action.

Correct Answer: AB

QUESTION 5

Which three options are true about the Global Person model? (Choose three.)

- A. Person records are global, independent of legal employers, and created only once for any person. If the person leaves the enterprise, the person's work relationships are terminated.
- B. Person records continue to exist even when the person has no current work relationships in the enterprise and no current contact relationships with other workers.
- C. Person records cease to exist when a person is terminated from an organization.
- D. Person records hold information that is personal, such as name, date of birth, and disability information, or that may apply to more than one work relationship, such as national ID.
- E. Person records are auto-archived two years after a person is terminated from an organization.

Correct Answer: ABD

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