



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

Oracle Global Human Resources Cloud 2016 Implementation

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**QUESTION 1**

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

- A. Appropriate role mapping rules are not defined for the data role with Requestable check box checked.
- B. Appropriate role mapping rules are not defined for the data role with Self-requestable check box checked
- C. Appropriate role mapping rules are not defined for the data role with Autovision check box checked
- D. The HR Representative does not have the appropriate role to add the role.

Correct Answer: A

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**QUESTION 2**

While trying to create a Legal Entity you realize that the country list of value does not have the country you want. Identify why the country you want is not visible.

- A. The list of Countries on the Legal Entity comes from enabling the field through Page Composer. The component in the Page Composer was hidden at the Site level.
- B. The list of Countries on the Legal Entity comes from the list of defined Legal Jurisdictions. The missing country has not been identified as a Legal Jurisdiction.
- C. The list of Countries on the Legal Entity comes from enabling a descriptive flexfield that has not been deployed.
- D. The list of Countries on the Legal Entity comes from independent value set. The independent value set did not have the country as one of the values.

Correct Answer: D

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**QUESTION 3**

An organization wants to include a security profile in an HCM data role and then provision the data role to a user. Identify the option which lists the HCM object types for which the security profiles can be created.

- A. Person, Organization, Position. Legislative Data Group, Location. Grade. Document Type, Payroll. Payroll Flow
- B. Person, Organization, Position. Legislative Data Group, Country, Grade, Document Type. Payroll, Payroll Flow, Workforce Business Process
- C. Person, Organization, Position, Legislative Data Group, Country, Document Type. Payroll, Payroll Flow, Workforce Business Process



D. Person, Organization, Position, Legislative Data Group, Location, Grade, Document Type, Payroll, Payroll Flow, Workforce Business Process

Correct Answer: C

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#### QUESTION 4

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- B. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

Correct Answer: B

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#### QUESTION 5

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.

Correct Answer: BD

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