1Z0-965^{Q&As}

Oracle Global Human Resources Cloud 2017 Implementation Essentials

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QUESTION 1

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure.

Identify the organization type against which you can maintain all these fields.

A. Reporting Establishment

B. Department

C. Business Unit

D. Legal Entity

E. Enterprise

F. Division

Correct Answer: B

QUESTION 2

A client\'s organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities.

As an implementation consultant, how would you configure the system to capture this information?

A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.

B. Define a tax reporting unit for the group of employees with disabilities.

C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.

D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Correct Answer: A

QUESTION 3

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

QUESTION 4

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee\\'s line manager?

A. The line manager search is based on the public person security access.

B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.

C. The line manager search is based on the position hierarchy. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.

D. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Correct Answer: C

QUESTION 5

You want to modify the look and behavior of the application through profile options. When you try to modify it, you are unable to perform the action. Which statement is true regarding profile options?

A. You cannot modify the contents of the existing profile options without saving them after creation.

B. You can modify the contents of the existing profile options, but your manager must enable them for modification.

C. You can modify the contents of the existing profile options, but the system administrator must enable them for modification.

D. You can modify the contents of the existing profile options, but you must enable them for modification.

Correct Answer: C

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