



# 1Z0-965<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2017 Implementation Essentials

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**QUESTION 1**

A worker in an organization will be holding a new position because the worker holding the position has gone on maternity leave. When the second worker is back from maternity leave, the former will be moved back to his or her old position.

His or her payroll and legal reporting will be the same even after the position changes.

Which transfer method should be used for the first movement of the said worker?

- A. Global Transfer
- B. Transfer
- C. Temporary Assignment
- D. Global Temporary Assignment

Correct Answer: C

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**QUESTION 2**

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

Which setup meets this requirement?

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

Correct Answer: C

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**QUESTION 3**

Which three options define Enterprise Structures Configurator (ESC)?

- A. It is an interview-based tool that guides through the process of setting up a basic enterprise structure.
- B. The tool creates a structure of divisions, legal entities, business units and reference data sets.
- C. The tool creates a structure of divisions that may then be manipulated by the administrator.



D. After defining the enterprise structure and the job / position structures, the administrator can review them, make any necessary changes and then load / rollback the final configuration.

E. The tool creates a structure of divisions, legal entities, business units and departments.

Correct Answer: ABD

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#### QUESTION 4

Which two options can be directly mapped to the employee record during hiring?

A. Job Family

B. Legal Employer

C. Payroll Statutory Unit

D. Business Unit

E. Enterprise

F. Division

G. Sub-Division

Correct Answer: BD

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#### QUESTION 5

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.

B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.

C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.

D. If no work relationships exist in the enterprise or legal employer, then the client can switch from a two-tier to a three-tier employment model.

Correct Answer: D

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