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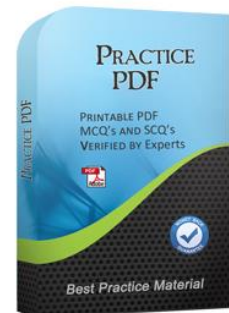
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Exam : **1z1-329**

Title : Oracle Global Human
Resources Cloud 2016
Implementation Essentials

Vendor : Oracle

Version : DEMO

NO.1 You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage.

You changed the last name of the employee as requested on the same day.

What is the effective start date of personal details displayed by the system as of August 15, 2015?

- A. June 12, 2015
- B. July 11, 2015
- C. January 1, 2015
- D. August 15, 2015

Answer: A

NO.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.

Answer: D

NO.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.

Answer: C

NO.4 A static approval group named 'Trio' comprises three members - Jacob, Susan, and Dia (in the mentioned order). For all

the Manage Employment transactions, the approval should be routed to the "Trio" approval group.

When the

assignment change transaction is submitted, what is the order in which these three members receive the assignment

change approval notification?

A. System decides the approval route by randomly selecting approvers who are a part of the approval

group

- B. First Approver - Dia, Second Approver - Susan, Third Approver - Jacob
- C. First Approver - Jacob, Second Approver - Susan, Third Approver - Dia
- D. All three get the notification at the same time.
- E. The approval is routed alphabetically

Answer: C

NO.5 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.

Answer: A,B,C

NO.6 Which three statements are true about Person Number? (Choose three.)

- A. Initial Person Number can be provided at enterprise level.
- B. If the Person Number generation method is once set to manual, it can be changed to automatic if a person record is created.
- C. Person Numbers for contacts are generated automatically.
- D. Initial Person Number cannot be provided at enterprise level.
- E. If the Person Number generation method is once set to manual, it can be changed to automatic even if a person record is created.

Answer: A,C,E

NO.7 You are an HR specialist and want to add new values to a lookup. You have access to the specific work area, but are unable to perform the activity.

Identify the correct statement about this.

- A. You can access the task for profile options from the Setup and Maintenance menu
- B. You can create new lookup types but cannot modify the existing ones.
- C. Oracle applications contain certain predefined system lookups that are locked for editing
- D. The system administrator must enable the lookup before it is modified in the work area.
- E. You cannot add new lookup codes and meanings to the existing lookup types.

Answer: C

NO.8 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

Answer: B