

DUMPS ARENA

Oracle Fusion HCM Base Cloud Service 2016 Implementation Essentials

Oracle 1z0-329

Version Demo

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sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so that you can determine who provided what rating?

- A. content library
- B. educational establishment
- C. rating model
- D. content subscriber
- E. instance qualifier

ANSWER: E**QUESTION NO: 2**

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions.

Which two statements are correct regarding Action types'? (Choose two.)

- A. An Action type cannot be associated with user-defined actions.
- B. Action types are seeded.
- C. Every Action type can have multiple actions within it.
- D. If Termination is an action. Normal Termination is an action type.
- E. Additional Action types can be created.

ANSWER: B C**QUESTION NO: 3**

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

- A. Country
- B. Facility
- C. Department
- D. Geography

E. Division

F. Location

ANSWER: C E F

QUESTION NO: 4

Your customer wants to reorder the cards on the Person Gallery page in reverse alphabetical order. What should you do to reorder the cards?

- A. Enable "Allow Reorder" in Portrait Settings for all the portrait cards.
- B. Change the order of the cards by using Portrait Settings.
- C. Change the default card to "User Account Details" in Portrait Settings.
- D. Drag and slide the portrait cards across the pane in any order. Use Personalization to edit and reorder the portrait cards.
- E. Enable 'Allow User Control" in Portrait Settings for all the portrait cards.

ANSWER: D

QUESTION NO: 5

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons.

Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary
- D. Action Reasons can be deleted if no longer being used

ANSWER: A B C

QUESTION NO: 6

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used- When you try to delete one such grade from the system, the system throws an error.

Identify three possible reasons for the system error. (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. The grade has grade rates defined.
- C. The grade is linked to a grade ladder
- D. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- E. A grade cannot be deleted and can only be end-dated.

ANSWER: A B C

QUESTION NO: 7

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmployment Approval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault* null. Check the underlying fault. Check target SOA component for cause."

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. A security profile needs to be defined for the human resource specialist to hire a person
- B. The Human Resource Specialist does not have the required privilege for the New Person Employment process.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The Update Person Keyword Search process must be run before hiring a person.

ANSWER: C

QUESTION NO: 8

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have opted for an adhoc route.
- B. The second level approver might have executed a pushback on the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have rejected the request.
- E. The second level approver might have approved the request.

ANSWER: A B C

QUESTION NO: 9

An enterprise operates in a country where contract information is required for employees. What type of employment model can the enterprise use?

- A. multiple assignments
- B. single assignment with contracts
- C. single assignment
- D. multiple assignments with contracts
- E. contract assignment

ANSWER: B**QUESTION NO: 10**

As an HR specialist in your company, you are responsible for setting up a Performance Rating model. You navigate to the Manage Ratings model and select the seeded Performance Rating Model.

Which Oracle HCM Cloud product exclusively uses the Review Points tab?

- A. Talent Review
- B. Performance Management
- C. Compensation Management
- D. Goal Management

ANSWER: B